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ABSTRACT

Highlighted in this document are the statistical findings of a survey of minorities employed in federal agencies as of 1969, and a summary of program changes which have resulted since 1967. Findings from the survey include: (1) minority groups as a whole comprise 19.2 percent of the full time federal civilian work force in the United States, (2) approximately 36 percent of all minority group employees are under the General Schedule or a similar pay system, (3) the minority group employees are concentrated in the lower income brackets of each pay system, (4) of the 501,000 minority employees on the rolls on November 30, 1969, almost 495,000 (98.8 percent) were located in the United States, (5) nearly a fourth of all federal employees in the United States and about 30 percent of those belonging to a minority group are located either in the central office area or the Philadelphia region, (6) minority group employees hold about 24 percent of the federal civilian jobs in standard metropolitan statistical areas, and (7) the five largest federal departments and two largest independent agencies employ the majority of the minority civilian work force. Tables containing more explicit information are appended. (Author/SN)

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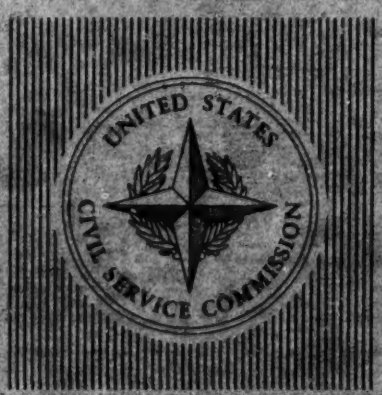
PRELIMINARY REPORT OF MINORITY GROUP EMPLOYMENT IN THE FEDERAL GOVERNMENT

1969



Prepared by

U.S. CIVIL SERVICE COMMISSION

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INTRODUCTION

In August 1969, President Nixon issued an Executive order prescribing new directions for the Government's Equal Employment Opportunity program. The main thrust of that Executive order is to facilitate achievement of the "full realization of equal employment opportunity in each executive department and agency through a continuing affirmative program." In a memorandum to agency heads directing them to "cooperate fully in this urgent undertaking and move forward energetically toward the new program goals" recommended by Civil Service Commission Chairman Robert E. Hampton, the President declared "discrimination of any kind based on factors not relevant to job performance must be eradicated completely from Federal employment."

In outlining the steps to be taken to assure equal employment opportunity, the President stated:

(1) We must, through positive action, make it possible for our citizens to compete on a truly equal and fair basis for employment and to qualify for advancement within the Federal Service.

(2) Assuring equal employment opportunity in a Federal department or agency is the responsibility of the organization's head and must have a continuing high priority.

(3) Equal employment opportunity must become an integral part of the day-to-day management of Federal agencies, and interwoven with every action having an effect on employees.

(4) While we must continue to search out qualified personnel from all segments of our population, we must also assure the best possible utilization of the skills and potential of the present work force. Those who have the potential to serve at the supervisory level and above should be identified and given the opportunity to develop to their fullest capability.

(5) Special efforts must be made to assure that opportunities in the Federal Government at the professional levels are made known to men and women of all races, religions and ethnic backgrounds so that more positions of leadership can be assumed by persons from all segments of our population.

(6) Every possible step must be taken by agency heads to make sure that each manager and supervisor in the Government understands and implements the objective of equal employment opportunity for all Americans.

(7) The Government, as a responsible employer, must do its part along with other employers to provide special employment and training programs to those who are economically or educationally disadvantaged. We must hold out a helping hand and imaginatively use the facilities of the Government to prepare such persons for useful and productive employment.

To implement the program outlined in the new Executive order, Chairman Hampton designated CSC Executive Director Nicholas J. Oganovic as Coordinator for the Government-wide EEO program. To assist Mr. Oganovic, James Frazier, Jr.

has been named Director, Office of Federal Equal Employment Opportunity.

Because the previously described Executive order was issued less than four months prior to the as of date of this minority group employment census, its impact on the 1969 data is necessarily limited. It is included here because it lays the base line against which future studies of this type will be measured.

Like its predecessors, the first of which appeared in 1961, this report is intended primarily for use by those who manage the Federal civilian work force. It is hoped, however, that it will prove useful to those without managerial responsibility but who are concerned with the nature of and changes in the composition and structure of the Federal work force. The statistical data and analyses presented herein are directed at such questions as: What is the size and geographic distribution of the Federal civilian work force? What is the extent of minority group representation? How is this work force paid? How does the pay of its minority group employees compare with that of its non-minority group employees? Is there evidence of upward mobility among its minority group employees?

Included in this census are Negroes, persons with Spanish surnames, American Indians, Orientals, Aleuts, and Eskimos. (The inclusion of the statistics on Aleuts and Eskimos in the state of Alaska is an innovation of the 1967 study.) All pay systems are represented as are all states, foreign countries and territories, except the State of Hawaii and the Commonwealth of Puerto Rico. Foreign nationals overseas are excluded, as are all employees not in a full-time status as of November 30, 1969.

In surveys conducted prior to 1966, information was gathered in all areas for Negroes, but only in certain states and standard metropolitan statistical areas for other minority groups. The designation "Spanish-Surnamed" as used in this report refers to persons who are of Mexican, Puerto Rican, Latin American, or other Spanish-speaking origins (including persons of Spanish-speaking background whose surnames are no longer Spanish due to marriage or other reasons). This differs somewhat from the designations used in some of the previous surveys. The designation "Spanish American", used in the 1967 survey is roughly equivalent to that used in the 1969 survey. It included persons of Mexican American and Puerto Rican, as well as those of other Latin American or Spanish origin or ancestry.

Minority group designations are based on the visual observations of the supervisors, and their knowledge of what each individual employee considers himself to be or is regarded to be in the work environment or the community. While the limitations of this procedure are recognized, it is considered to be among the best of those adjudged to be both operationally and economically feasible.

Finally, this is the first report in which any effort has been made to analyze Federal employment data for minority groups and interpret its meaning on a national basis.

It is hoped that the data contained herein will provide answers to at least some of the questions raised above and such others as may arise more or less naturally in connection with a census of this type. Toward that end data are included for the first time for each minority group by department and selected agency, and the number of Standard Metropolitan Statistical Areas (SMSA's) has been expanded from 41 in the 1967 study to 75 in the present one. Detailed tables showing minority employment data by grade (or other pay level) are also included for the first time since we began publication of minority data.

1969 HIGHLIGHTS

- Negroes, Spanish-surnamed Americans, American Indians, and Oriental Americans are moving upward in Federal jobs. They now hold more of the better paying jobs than they have held in any previous period covered by a minority survey. For example, at grades GS-9 through 11, the number of Negroes increased by 29 percent (3,687); the number of Spanish-surnamed Americans by 25 percent (917); the number of American Indians by 28 percent (318); and the number of Oriental Americans by 19 percent (501). Corresponding increases at grades 12 through 15 were: 41 percent (1,859) for Negroes; 45 percent (649) for Spanish-surnamed Americans; 28 percent (135) for American Indians; and 31 percent (546) for Oriental Americans.

- Although total Federal civilian employment declined by some 20,000 positions between the November 1967 and November 1969 surveys, there was a slight increase (about 4,000) in the number of minority employees in Federal jobs. This is primarily a reflection of the 4,700 Spanish-surnamed Americans added to the work force since November 1967.

- As of November 30, 1969, minority group employees held 501,425, or 19.3 percent of the 2.6 million full-time Federal jobs. Of the 19.3 percent, 15.0 percent are Negroes, 2.8 percent are Spanish-surnamed, 0.6 American Indians, and 0.8 Oriental Americans.

- Within the General Schedule and similar pay systems, all Civil Service regions reported increased employment and upward movement of minority employees.

- In grades 5 through 15 of the General Schedule and similar pay systems, the numbers of minority employees increased at a rate three to five times the rate for non-minorities, due in part to the extension of recruiting efforts to additional sources of minority candidates and in part to the promotion of minority employees already on the rolls.

- In nearly a third (5) of the 16 largest agencies which account for 97 percent of the total work force, 20 percent or more of all minority group employees paid at General Schedule rates are above the GS-9 level. In 2 of these 5 agencies (National Aeronautics and Space Administration and Transportation) the proportion is well over 25 percent.

- Seventy-eight percent of all minority employees in the Federal civilian work force work in 75 Standard Metropolitan Statistical Areas (SMSA's).

- In those 75 SMSA's, 64 percent of those minority group employees paid at General Schedule and similar rates are at or below GS-5; 57 percent of those paid Wage System rates earn less than $7,000; 90 percent of those paid Postal Field Service rates are at or below PFS-5; and 76 percent of those paid "all other" rates earn less than $8,000. The corresponding proportions for non-minority group employees are: 30 percent for those paid at General Schedule and similar rates; 24 percent for those paid Wage System rates; 81 percent for those paid Postal Field Service rates; and 27 percent for those paid "all other" rates.

- Thirty-six percent of all minority group Federal employees are paid General Schedule or similar rates. Of the remaining 64 percent, 32 percent are paid Postal Field Service rates and 31 percent Wage Systems rates. The remaining one percent are paid a variety of rates, all different from the three previously cited ones.

SIGNIFICANT PROGRAM CHANGES SINCE 1967

Since the 1967 survey, two events that have had or will have a significant impact on the Federal civilian work force have taken place. They are: the Revenue and Expenditure Control Act of 1968 and President Nixon's Executive order on equal employment opportunity. The major intent of each of these events and their gross impact on these data are summarized below.

Effect of Revenue and Expenditure Control Act (Public Law 90-364)

In June of 1968, Congress imposed controls on employment. The nature and scope of those controls are set forth in the Revenue and Expenditure Control Act of 1968. This Act provided for a reduction in full-time employment in permanent positions by restriction of accessions in each agency to a portion of its separations. Certain types of accessions, however, were exempt. For example, disadvantaged youths and certain intermittent employees were excluded from these controls.

Although certain agencies were subsequently excluded from the controls, the objective of the Act was accomplished. That is, total employment was reduced. Following the repeal of the Act, the Bureau of the Budget applied administrative controls which had the effect of continuing the ceilings. Thus, the 1969 data reflect both the reduction in employment since June 1968 and the revision of priorities by the new administration.

Executive Order 11478, Equal Employment Opportunity in the Federal Government

Presidential Executive Order 11478 (August 8, 1969) further strengthened the Federal Government's continuing program to provide equal opportunity in employment for all persons, regardless of race, color, religion, sex, or national origin. Some of the action areas delineated for departments and agencies were: the provision of adequate resources to positively administer the equal employment opportunity program; the recruitment of job candidates from all sources; maximum utilization and improvement of employee skills to enhance their upward mobility; training and advice to supervisors to assure understanding of the policy of the Executive order; and department and agency implementation of a system for periodically evaluating the effectiveness with which the policy of the order is being carried out.

Further, the order instructed the Civil Service Commission to provide leadership and guidance in the conduct of equal opportunity programs, including the periodic review and evaluation of agency program operations; the impartial consideration of all complaints of discrimination based on race, color, religion, sex, or national origin; and the issuance of necessary and appropriate regulations and instructions.

Action Taken Since Executive Order 11478 Was Issued

Since Executive Order 11478 was issued in August 1969, there has been a consolidation and strengthening of the Civil Service Commission's organization

for equal opportunity by the establishment of an Office of Federal Equal Employment Opportunity. Some of the actions taken to assure EEO are:

- Full-time EEO representatives have been designated in each Civil Service Commission Regional Office to work directly with agencies on EEO problems.

- Federal agencies have been directed to develop affirmative action plans in sufficiently specific detail to carry out the new directions in equal employment opportunity.

- Agencies have submitted EEO action plans; we have reviewed them; and these plans are now being used to measure agency performance.

- We have instructed agencies to develop and implement incentive programs to stimulate and encourage exceptional performance among supervisors, managers and others in achieving EEO.

- We have directed agencies to include in the ratings of supervisors an evaluation of their performance in the area of equal employment opportunity so that a measure can be made of their commitment to action in this area.

- New training programs on equal employment opportunity aimed at supervisors have been inaugurated. Two training films on EEO are now being produced.

- For the first time, agencies have been authorized to maintain statistics on minority employment in ADP systems.

- To assure closer monitoring of progress, the biennial reporting requirement has been changed so that agencies now report at six month intervals.

- Minority employment data are now published by each grade or salary level in each pay system rather than by grade groupings as in the past.

- To facilitate upward mobility of lower level employees, a major thrust of the new EEO directions, Federal agencies have been provided comprehensive guidance on training and other techniques designed to assist employees to quality for higher level jobs.

- A new cooperative work study program has been established for the purpose of involving students from predominantly minority schools in Federal programs, with an opportunity for permanent employment upon graduation.

- New self-evaluation guidelines are being issued to agencies so that they may evaluate their own EEO progress. Meanwhile, the total evaluation effort is being buttressed by stepped up inspection activity by the Civil Service Commission.

- New procedures for handling discrimination complaints have been issued. Because of the strong emphasis on informal resolution and employee counseling, there has been an increase in corrective actions taken and a significant decrease in formal complaints.

- Special programs have been undertaken to facilitate the employment of returning Vietnam veterans who have minimum education and training.

- Additionally, we have inaugurated a Public Service Careers program to help educationally disadvantaged persons to receive the training needed to qualify for Federal employment.

SUMMARY AND ANALYSIS OF 1969 SURVEY FINDINGS

General

Negroes, Spanish-surnamed Americans, American Indians, and Oriental Americans as a group comprise 19.2 percent of the full-time Federal civilian work force and are spread throughout the United States (excluding Hawaii which was not surveyed). Nevertheless, about 78 percent of the entire minority group component of the Federal civilian work force is located in 75 Standard Metropolitan Statistical Areas (SMSA's), where they comprise 24 percent of the work force.

Approximately 36 percent of all minority group employees are under the General Schedule or a similar pay system. About a third are blue-collar workers who are paid under various Wage Systems, and all but 1.3 percent of the remainder are under the Postal Field Service pay system. (See text table below.) For a comparison of the distribution of the total work force and its minority component by pay system, see Chart 1.

While there is evidence of significant upward movement (see Chart 2), the majority of all minority group employees are concentrated in the lower income brackets of each pay system. For example, over 63 percent of all minority group employees under the General Schedule or a similar pay system are at the GS-5 level or below, as contrasted with about 32 percent for non-minority group employees. (See Chart 3 on page 13.) Similarly, over 57 percent of all minority group employees paid under Wage Systems earned less than $7,000 as of November 30, 1969, as compared to 27 percent for non-minority group employees.

DISTRIBUTION OF ALL MINORITY GROUPS COMBINED, BY PAY CATEGORY, AS OF NOVEMBER 30, 1967 AND 1969

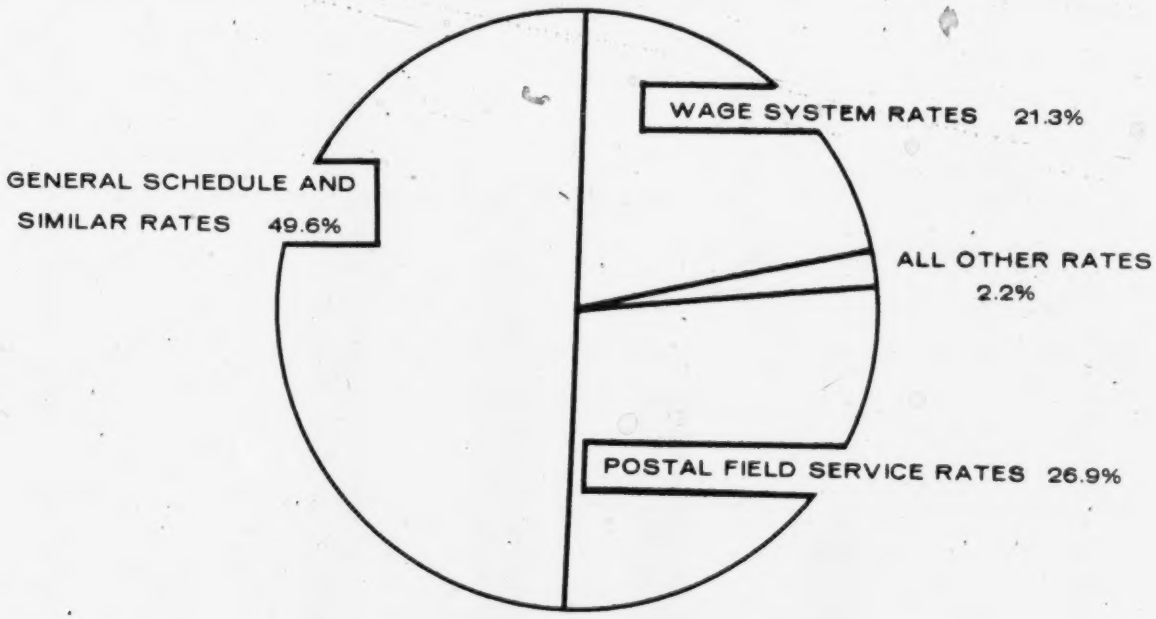
Pay System	1967		1969		Percent Change in Number of Employees
	Number	Percent	Number	Percent	
All Pay Systems	496,672	100.0	500,536	100.0	0.8
General Schedule and Similar	173,951	35.0	181,726	36.3	4.5
Wage Systems	166,506	33.5	152,967	30.6	-8.1
Postal Field Service	151,602	30.5	158,945	31.8	4.8
All Other	4,613	0.9	6,898	1.3	49.5

Federal Employment in the United States and Overseas

About 98 percent of the 2.6 million full-time Federal civilian employees are located in the United States. Of the 501,000 minority employees on the rolls on November 30, 1969, almost 495,000 (98.8 percent) were located

CHART 1-- DISTRIBUTION OF THE TOTAL FEDERAL WORKFORCE AND ITS MINORITY GROUP COMPONENT, BY PAY SYSTEM, AS OF NOVEMBER 30, 1969

TOTAL FEDERAL EMPLOYEES PAID AT:



MINORITY GROUP FEDERAL EMPLOYEES PAID AT:

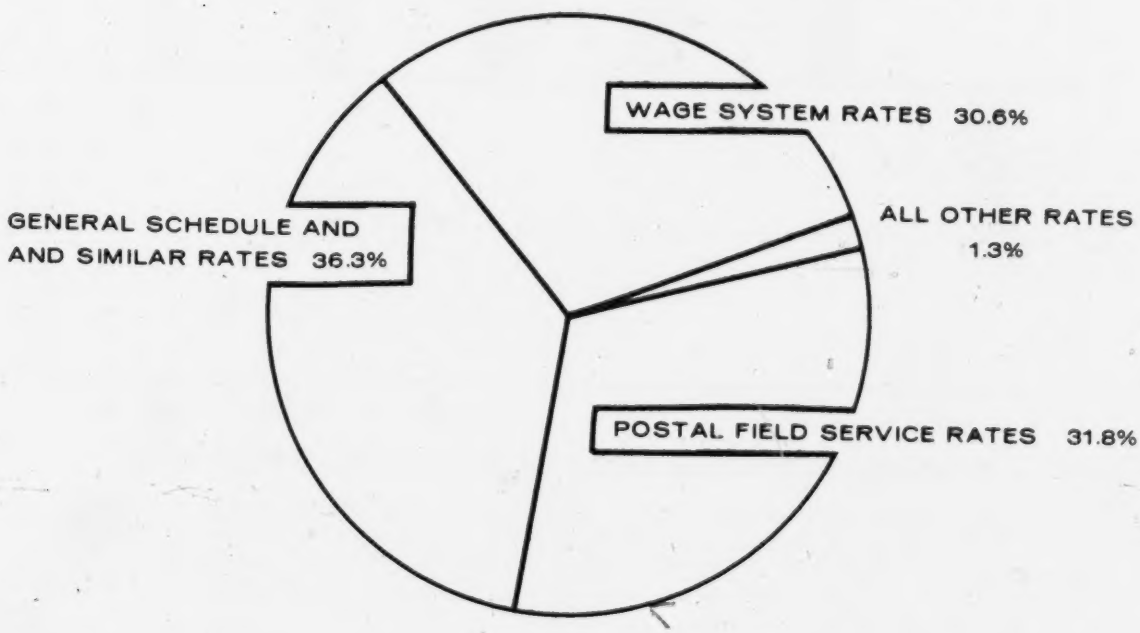
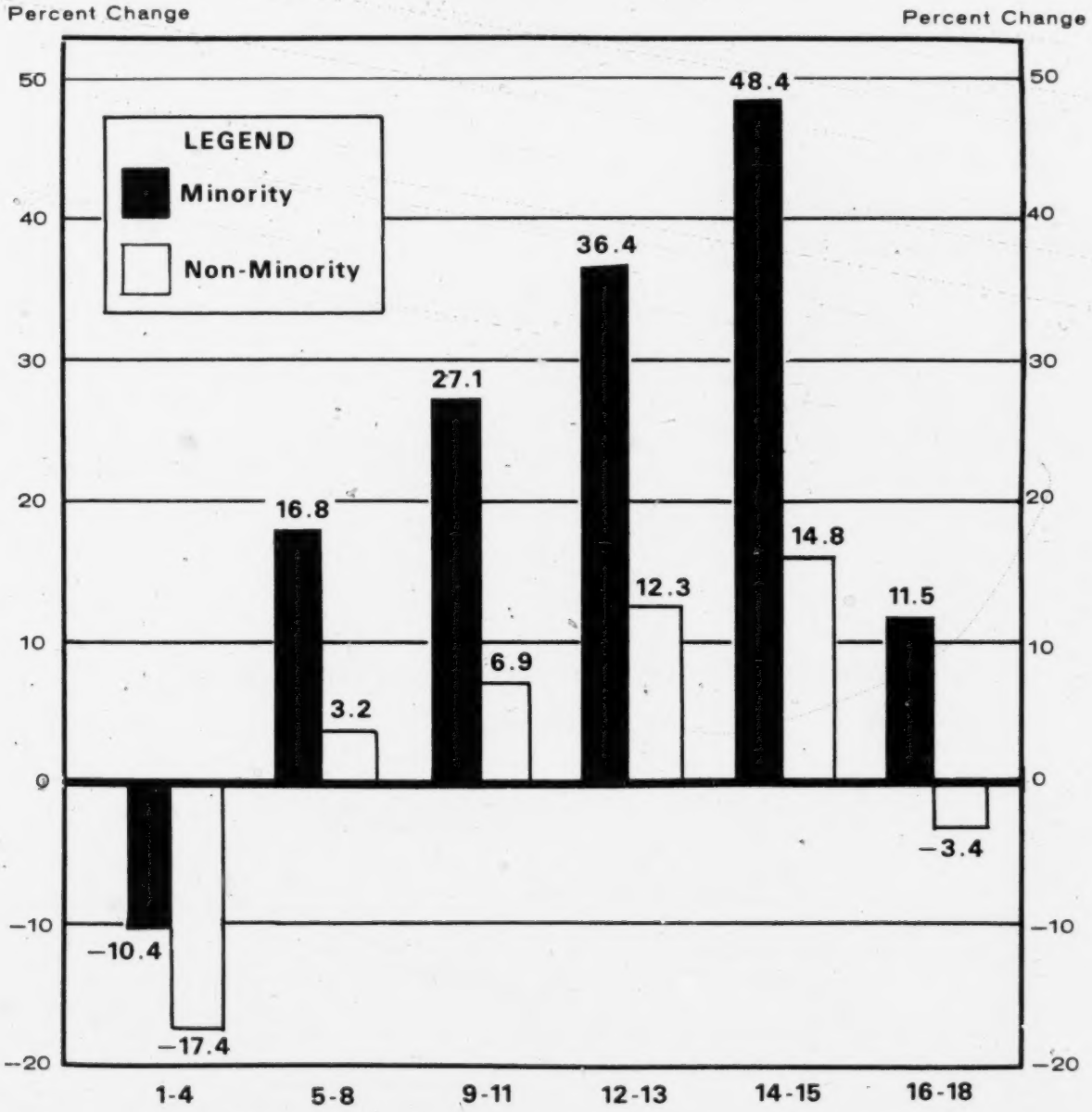


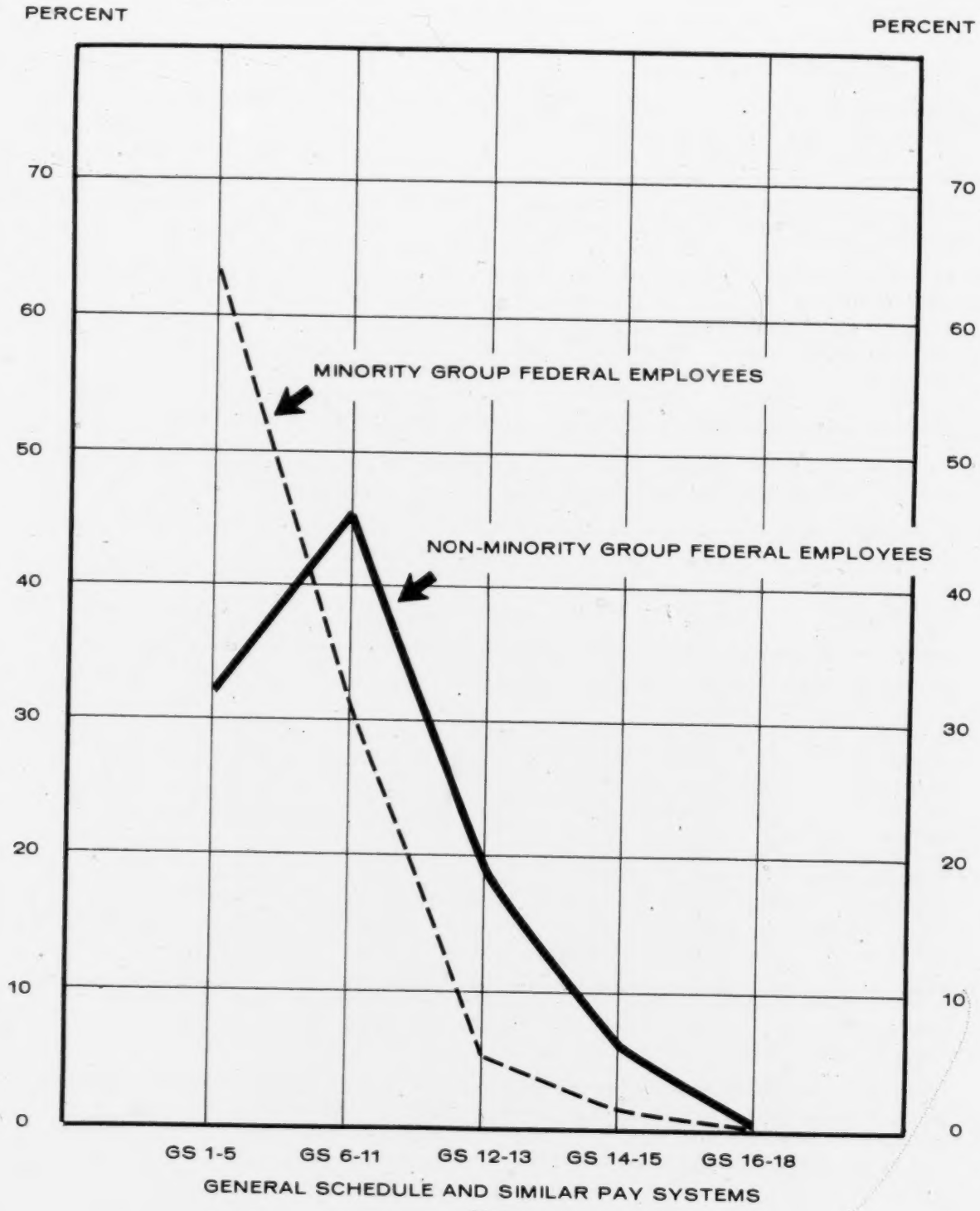
CHART 2-- PERCENTAGE INCREASE OR DECREASE IN THE NUMBER OF MINORITY AND NON-MINORITY EMPLOYEES BETWEEN NOVEMBER 1967 AND NOVEMBER 1969 BY GRADE GROUPING



GENERAL SCHEDULE AND SIMILAR GRADE GROUPINGS

At grade levels GS-5 through GS-15, gains among members of minority groups have taken place at a faster rate than they have among non-minority groups. As a result, there are 8,800 more minority group employees in grades 5-8 than in 1967, about 5,400 more in grades 9-11, nearly 2,500 more in grades 12-13, and 721 more in grades 14-15.

CHART 3-- DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYEES BY MINORITY GROUP STATUS AND SELECTED GRADE GROUPINGS, AS OF NOVEMBER 30, 1969



in the United States. For two of the minority groups surveyed (Negro and American Indian), less than 0.5 percent were employed overseas. The percentage of Spanish-surnamed persons, though much higher (1.3 percent), was substantially below the 16 percent for Oriental Americans employed overseas.

Civil Service Regions

Geographically, the functions of the Civil Service Commission are administered by the central office through 10 regional offices. Ordinarily, the Washington, D. C., SMSA is included as part of the Philadelphia Region. For purposes of this report, however, the Washington, D. C., SMSA and the central office area are used interchangeably. Therefore the Washington, D. C., SMSA is not included in the Philadelphia Region totals.

Approximately half of all Federal civilian employees in the United States are located in 4 Civil Service regions, namely, the Chicago, Atlanta, San Francisco, and Philadelphia Regions. Nearly a fourth of all Federal employees in the United States and about 30 percent of those belonging to a minority group are located either in the central office area or the Philadelphia Region. Similar concentrations of minority employees are apparent in the Chicago, San Francisco, and Dallas Regions (see text table below).

DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT BY MINORITY GROUP STATUS AND CIVIL SERVICE REGION a/, NOVEMBER 30, 1969 (IN THOUSANDS)

Civil Service Region	Total Employment	Minority Group Employment				
		Total	Negro	Spanish Surnamed	American Indian	Oriental
All Regions b/	2,261.7	414.7	310.9	71.3	16.0	16.4
Atlanta	318.5	44.2	41.9	1.6	0.5	0.2
Boston	120.1	4.9	4.4	0.2	0.1	0.2
Chicago	353.1	75.9	73.5	1.3	0.3	0.7
Dallas	239.5	54.7	23.4	27.8	3.1	0.3
Denver	132.5	26.4	4.0	15.1	6.7	0.7
New York	235.4	50.4	43.0	6.7	0.1	0.6
Philadelphia	293.8	59.8	58.8	0.5	0.1	0.4
St. Louis	156.1	17.2	14.8	0.8	1.4	0.3
San Francisco	308.7	74.3	44.1	16.8	1.6	11.8
Seattle	103.9	6.9	3.1	0.5	2.1	1.3
Central Office (Wash., D.C., SMSA)	288.5	80.2	77.0	1.3	0.4	1.4

a/ Civil Service regions are defined in Appendix Table A-1.
b/ Detail may not add to total, due to rounding. Excludes central office area, which is shown separately.

The proportion of all minorities in each region at GS 5-8, 9-11, 12-13, and 14-15 was larger in 1969 than in 1967. (See text table below.) For the central office and the Civil Service regions, 1969 minority employment under the General Schedule and similar systems was 178,711, an increase of 7,714 from November 1967. The increase centered in the Washington metropolitan area, up 4,547. Although most of this increase was within grades 5-8, sizable increases also occurred at grades 9-11 (1,443) and 12-13 (735). The Philadelphia Region shows 1,400 more minority employees paid at General Schedule and similar rates, and Dallas and Atlanta, each about 1,100 more. Regional decreases in minority employment under this pay system were relatively small -- about 500 each in Chicago and New York, and about 300 in St. Louis.

Negroes make up slightly more than one-fourth (26.7%) of the central office area's work force. In the 10 regions, the largest corresponding proportions were reported for: Chicago (20.8%), Philadelphia (20.0%), and New York (18.3%). Spanish-surnamed Americans make up 11.6% of the Dallas Region's work force and 11.4% of that for the Denver Region. Similarly, American Indians make up 5.0% of the Denver Region's work force and Oriental Americans 3.8% of the San Francisco Region's work force.

1967-1969 INCREASES IN THE NUMBER OF MINORITY GROUP EMPLOYEES PAID AT GENERAL SCHEDULE AND SIMILAR RATES, BY CIVIL SERVICE REGION AND SELECTED GRADE GROUPINGS

Civil Service Region	1967-1969 Increases a/ in Minority Group Employment at GS Grades:							
	5-8		9-11		12-13		14-15	
	Number	Percent Increase	Number	Percent Increase	Number	Percent Increase	Number	Percent Increase
All Regions b/	5,427	15.7	3,757	24.8	1,627	36.7	365	41.8
Atlanta	280	15.4	428	52.9	102	51.8	31	29.2
Boston	87	24.0	15	7.1	38	39.2	28	90.3
Chicago	1,205	18.2	517	19.7	256	27.4	60	39.2
Dallas	453	10.1	597	26.5	225	51.3	50	61.0
Denver	479	14.9	307	20.4	144	37.0	10	16.7
New York	690	20.6	194	13.9	171	32.7	46	38.7
Philadelphia	1,198	21.3	648	30.4	230	41.1	43	39.1
St. Louis	79	3.7	283	30.4	78	39.4	14	23.3
San Francisco	883	14.2	692	24.0	341	36.2	68	51.5
Seattle	73	8.7	76	17.8	42	26.9	15	71.4
Central Office (Wash., D. C., SMSA)	3,547	21.1	1,443	36.6	735	37.2	359	60.6

a/ Represents absolute and relative increases.
b/ Excludes central office area, which is shown separately. Civil Service regions are defined in Appendix Table A-1.

Standard Metropolitan Statistical Areas (SMSA's)

In 1967, the Minority Group Employment Census covered 41 SMSA's. The 1969 census covered an additional 34. The presentation which follows is based on those SMSA's covered in both years, except where otherwise indicated. The 41 SMSA's covered in both years are shown in tables in the Appendix.

Since 1967, total full-time Federal civilian employment in the United States has decreased by 19,750 to 2,549,896. In the 41 SMSA's surveyed, there are now some 72,200 fewer employees, see Appendix Table A-3. About one-fourth of this decrease was among minority group employees.

The largest decrease occurred in the New York City SMSA. In that SMSA most of the decrease occurred in the Post Office. Decreases were also reported by the Department of Health, Education, and Welfare, the Department of Transportation and by the Treasury and the Navy Departments.

The SMSA for which the next largest decrease was reported was the San Francisco-Oakland, Calif., SMSA, which reported a net decline of 4,600. These were mostly blue-collar workers employed by the Navy Department. Decreases of about 2,500 employees were reported for the following SMSA's: Norfolk-Portsmouth, Va. (2,873); Detroit, Mich. (2,617); Washington, D. C.-Md.- Va. (2,595); Los Angeles-Long Beach, Calif. (2,535); and Newark, N. J. (2,487).

The Department of the Navy accounted for most of the decrease in the Norfolk-Portsmouth and Los Angeles-Long Beach SMSA's. Decreases in the Detroit and Newark areas were due primarily to fewer Postal employees. In the Washington, D. C., metropolitan area, the larger losses were reported by the Air Force and the Department of State.

As previously indicated, in the 1969 Minority Census SMSA coverage was expanded from 41 to 75. The remainder of the presentation in this section is based on full-time Federal civilian employment in the 75 SMSA's covered by the 1969 Minority Census. Selected employment data are shown for each of the 75 SMSA's in Appendix Table A-2.

Slightly more than 63 percent of all full-time Federal civilian employees in the United States and 79 percent of the minority component of this work group are located in these 75 SMSA's. These minority group employees hold about 24 percent of the Federal civilian jobs in those SMSA's, as compared to 19.4 for the total United States.

There is considerable diversity in the size of the SMSA's as measured by the level of Federal civilian employment. Though most of the 75 SMSA's have fewer than 10,000 Federal civilian employees, the range is from 1,942 to 288,490. Within this range, minority employment increases in direct proportion to the size of the SMSA. For example, in those SMSA's with fewer than 10,000 Federal employees, the percentage of minority group employment is 17.8. At 50,000 and above the percentage is 30.1, see text table below.

DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYEES IN 75 SELECTED STANDARD METROPOLITAN STATISTICAL AREAS, BY MINORITY GROUP STATUS AND SIZE OF SMSA, AS OF NOVEMBER 30, 1969

Size of SMSA (No. of Federal Employees)	Total Employment	Minority Employees		Non-Minority Employees	
		Number	Percent	Number	Percent
All Sizes	1,611,115	389,221	24.2	1,221,894	75.8
Up to 9,999	213,271	37,865	17.8	175,406	82.2
10,000 to 19,999	276,114	51,275	18.6	224,839	81.4
20,000 to 49,999	464,054	102,182	22.0	361,872	78.0
50,000 and above	657,676	197,899	30.1	459,777	69.9

Departments and Selected Agencies

Nearly 86 percent of all Federal civilian employees work for the 5 largest departments and the 2 largest independent agencies. These same departments and agencies also employ about 89 percent of the total minority component of the Federal civilian work force.

PERCENTAGE DISTRIBUTION OF THE FEDERAL CIVILIAN WORK FORCE, BY SELECTED AGENCY, AS OF NOVEMBER 30, 1969

Agency	Total Work force		Minority Component	
	Number	Percent	Number	Percent
All Agencies	2,601,639	100.00a/	500,536	100.00a/
Department of:				
Defense	1,089,688	41.88	183,411	36.64
Post Office	702,742	27.01	159,428	31.85
Health, Education, & Welfare	102,250	3.93	25,518	5.10
Agriculture	85,698	3.29	7,178	1.43
Treasury	85,073	3.27	13,634	2.72
Interior	63,173	2.43	13,512	2.70
Transportation	59,023	2.27	4,690	0.94
Justice	35,577	1.37	3,850	0.77
Commerce	27,002	1.04	4,885	0.98
State	21,889	0.84	3,517	0.70
Housing and Urban Development	14,074	0.54	2,845	0.57
Labor	10,082	0.39	2,917	0.58
Independent agencies:				
Veterans Administration	146,523	5.63	42,661	8.52
General Services Adminis.	36,274	1.39	14,709	2.94
Nat'l Aeronautics & Space Adm.	32,350	1.24	1,474	0.29
Tennessee Valley Authority	20,346	0.78	1,568	0.31
All other agencies	69,875	2.69	14,739	2.94

a/ Components may not add to 100.00 percent because of rounding.

The 12 departments of the executive branch of the Government and the 4 largest agencies employ 97 percent of the Federal civilian work force. Of those 16 agencies (12 executive branch departments and 4 independent agencies), 7 employ a greater proportion of the overall minority component of the work force than they do of the total work force. For example, the Post Office Department employs 27 percent of the total work force and nearly 32 percent of the minority component of the work force, see table on page 17.

Income of the Work Force

Slightly more than 40 percent of the increase (19,063) in General Schedule employment was due to the increase in minority group employment. Although the largest increase (48 percent) occurred at the GS-5 through 8 levels, significant increases were reported for the higher levels. At the GS-9 through 11 levels, minority employment accounted for 22 percent of the increase. At the GS-12 through 13 levels minority employment contributed 10 percent or 2,470 of the 24,700 additional jobs at those levels. At the GS-14 through 15 levels increases among minority group employees were almost 8 percent of the total increase at those levels. At the executive levels of the career service, grades GS-16 through 18, there was a net decrease of 173 positions, from 5,492 to 5,319. In contrast, minority group employment increased by 10, from 87 to 97.

Among the 16 largest agencies, the proportion of minority group employees under the General Schedule pay system that are above the GS-9 level varies from 5.8 percent to 46.3 percent (see text table, page 19). In nearly a third (5 agencies), the proportion is 20 percent or more. In 2 of the 5 (National Aeronautics and Space Administration and Transportation), the proportion is 30 percent or more.

Although 27 percent of the non-minority blue-collar workers earned less than $7,000 per year as of November 30, 1969, the proportion of minority group blue-collar workers earning less than $7,000 was 57 percent. In the $7,000 to $9,999 pay range, minority group blue-collar employees constitute 20 percent of all blue-collar workers, up from 14 percent in 1967. In the $10,000 and above pay bracket, there are about 4,200 minority group blue-collar workers. This represents 8 percent of all such Federal workers, as compared to 532 or 3.8 percent of all such Federal workers in 1967.

Despite a net decrease in Postal Field Service employment, minority group employment in the Postal Field Service is up 4.8 percent (7,300 employees) as compared to 1967. It should be noted here that Public Law 90-206 (December 16, 1967) authorized an increase from 20 to 21 levels in the Postal Field Service. Comparisons shown in this report take this into account. For example, the 1967 equivalent of the current PFS 1-5 is PFS 1-4. Fourth Class Postmasters and Rural Carriers are included in this grouping for both years. Over one-half (58 percent) of the gains by minority group employees have taken place at the PFS-6 through 9 levels. Additionally, minority group employees accounted for 56 percent of the increase at the PFS-10 through 12 levels.

Total employment under all other pay systems remained relatively stable, increasing by about 1.6 percent, from 56,895 in 1967 to 57,778 in 1969. In contrast, employment of minority groups rose sharply, from 4,613 to 6,898, an increase of nearly 50 percent.

PERCENTAGE OF THE MINORITY AND NON-MINORITY COMPONENTS OF THE FEDERAL CIVILIAN WORK FORCE PAID GENERAL SCHEDULE RATES THAT WERE AT OR BELOW GS-9, AS OF NOVEMBER 30, 1969

Agency	Percentage of Federal Civilian Work Force Paid at General Schedule Rates That Are:			
	At or Below GS-9		Above GS-9	
	Minority	Non-Minority	Minority	Non-Minority
All Agencies	87.6	61.0	12.4	39.0
Department of:				
Transportation	69.6	32.3	30.4	67.7
Labor	76.7	35.6	23.3	64.4
Post Office	77.9	36.3	22.1	63.7
Housing and Urban Development	79.9	40.9	20.1	59.1
Commerce	83.4	49.7	16.6	50.3
Agriculture	86.7	64.4	13.3	35.6
Defense	86.7	65.1	13.3	34.9
Interior	87.0	53.2	13.0	46.8
Treasury	88.4	59.7	11.6	40.3
State	90.3	48.8	9.7	51.2
Health, Education, and Welfare	90.6	65.2	9.4	34.8
Justice	91.8	58.7	8.2	41.3
Independent agencies:				
Nat'l Aeronautics & Space Adm.	53.7	30.2	46.3	69.8
Veterans Administration	93.3	75.5	6.7	24.5
General Services Administration	94.2	63.9	5.8	36.1
All other agencies	86.0	45.4	14.0	54.6

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1969 MINORITY GROUP STUDY

Table 1-1

ALL AGENCY SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,601,639	389,251	15.0	73,619	2.8	16,478	.6	21,188	.8	2,101,103	80.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,289,114	137,919	10.7	23,681	1.8	9,752	.8	10,374	.8	1,107,388	85.9
GS- 1 THRU 4	312,047	67,252	21.6	9,180	2.9	5,051	1.6	1,993	.6	228,571	73.2
GS- 5 THRU 8	367,410	47,838	13.0	7,855	2.1	2,616	.7	2,927	.8	306,174	83.3
GS- 9 THRU 11	321,140	16,318	5.1	4,548	1.4	1,465	.5	3,131	1.0	295,678	92.1
GS-12 THRU 13	213,261	5,370	2.5	1,618	.8	473	.2	1,784	.8	204,016	95.7
GS-14 THRU 15	69,937	1,078	1.5	466	.7	140	.2	526	.8	67,727	96.8
GS-16 THRU 18	5,319	63	1.2	14	.3	7	.1	13	.2	5,222	98.2
TOTAL WAGE SYSTEMS.....	554,443	109,356	19.7	31,778	5.7	5,392	1.0	6,441	1.2	401,476	72.4
UP THRU $5,499	48,012	21,705	45.2	3,865	8.1	462	1.0	527	1.1	21,453	44.7
$ 5,500 THRU $ 6,999	149,327	47,683	31.9	9,880	6.6	1,918	1.3	1,555	1.0	88,291	59.1
$ 7,000 THRU $ 7,999	140,355	21,896	15.6	9,665	6.9	1,398	1.0	1,406	1.0	105,990	5.5
$ 8,000 THRU $ 8,999	113,357	11,755	10.4	5,706	5.0	898	.8	1,442	1.3	93,556	82.5
$ 9,000 THRU $ 9,999	50,863	4,150	8.2	1,743	3.4	303	.6	795	1.6	43,872	86.3
$10,000 THRU $13,999	48,675	2,033	4.2	872	1.8	355	.7	687	1.4	44,723	91.9
$14,000 THRU $17,999	3,035	117	3.9	39	1.3	57	1.9	24	.8	2,798	92.2
$18,000 AND OVER	819	17	2.1	8	1.0	1	.1	5	.6	788	96.2
TOTAL POSTAL FIELD SERVICE.....	700,304	136,322	19.5	17,494	2.5	1,182	.2	3,947	.6	541,359	77.3
PFS- 1 THRU 5*	595,654	124,173	20.8	15,847	2.7	992	.2	3,312	.6	451,330	75.8
PFS- 6 THRU 9	84,311	11,343	13.5	1,485	1.8	165	.2	575	.7	70,743	83.9
PFS-10 THRU 12	15,359	623	4.1	127	.8	22	.1	44	.3	14,543	94.7
PFS-13 THRU 16	4,509	170	3.8	33	.7	3	.1	15	.3	4,288	95.1
PFS-17 THRU 19	432	11	2.5	2	.5			1	.2	418	96.8
PFS-20 THRU 21	39	2	5.1							37	94.9
TOTAL OTHER PAY SYSTEMS	57,778	5,654	9.8	666	1.2	152	.3	426	.7	50,880	88.1
UP THRU $6,499	11,792	2,782	23.6	177	1.5	95	.8	50	.4	8,688	73.7
$ 6,500 THRU $ 9,999	18,488	2,053	11.1	246	1.3	35	.2	190	1.0	15,964	86.3
$10,000 THRU $13,999	11,809	496	4.2	112	.9	12	.1	85	.7	11,104	94.0
$14,000 THRU $17,999	6,063	141	2.3	49	.8	5	.1	48	.8	5,820	96.0
$18,000 THRU $25,999	5,935	132	2.2	61	1.0	1		39	.7	5,702	96.1
$26,000 AND OVER	3,691	50	1.4	21	.6	4	.1	14	.4	3,602	97.6

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

Table 1-2

ALL AGENCY SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,621,939	390,842	14.9	68,945	2.6	16,469	.6	20,416	.8	2,125,267	81.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,270,051	133,626	10.5	21,450	1.7	9,606	.8	9,269	.7	1,096,100	86.3
GS- 1 THRU 4	369,968	75,846	20.5	9,687	2.6	5,500	1.5	2,078	.6	276,857	74.8
GS- 5 THRU 8	349,020	40,494	11.6	6,688	1.9	2,476	.7	2,790	.8	296,572	85.0
GS- 9 THRU 11	296,560	12,631	4.3	3,631	1.2	1,147	.4	2,630	.9	276,521	93.2
GS-12 THRU 13	188,514	3,893	2.1	1,102	.6	381	.2	1,401	.7	181,737	96.4
GS-14 THRU 15	60,497	696	1.2	333	.6	97	.2	363	.6	59,008	97.5
GS-16 THRU 18	5,492	66	1.2	9	.2	5	.1	7	.1	5,405	98.4
TOTAL WAGE SYSTEMS.....	596,647	121,829	20.4	32,024	5.4	5,725	1.0	6,928	1.2	430,141	72.1
UP THRU $5,499	137,672	55,742	40.5	9,593	7.0	2,344	1.7	1,066	.8	68,927	50.1
$ 5,500 THRU $ 6,999	228,535	47,432	20.8	14,869	6.5	2,367	1.0	2,526	1.1	161,341	70.6
$ 7,000 THRU $ 7,999	147,116	15,396	10.5	5,862	4.0	708	.5	2,232	1.5	122,918	83.6
$ 8,000 THRU $ 8,999	42,421	2,300	5.4	1,239	2.9	157	.4	516	1.2	38,209	90.1
$ 9,000 THRU $ 9,999	26,997	789	2.9	330	1.2	83	.3	423	1.6	25,372	94.0
$10,000 THRU $13,999	13,055	166	1.3	124	.9	62	.5	160	1.2	12,543	96.1
$14,000 THRU $17,999	759	4	.5	5	.7	4	.5	5	.7	741	97.6
$18,000 AND OVER	92			2	2.2					90	97.8
TOTAL POSTAL FIELD SERVICE.....	698,346	132,011	18.9	14,776	2.1	1,057	.2	3,758	.5	546,744	78.3
PFS- 1 THRU 4*	601,160	123,632	20.6	13,626	2.3	917	.2	3,337	.6	459,648	76.5
PFS- 5 THRU 8	77,746	7,805	10.0	1,034	1.3	124	.2	374	.5	68,409	88.0
PFS- 9 THRU 11	14,985	467	3.1	87	.6	13	.1	39	.3	14,379	96.0
PFS-12 THRU 15	4,050	97	2.4	27	.7	3	.1	7	.2	3,916	96.7
PFS-16 THRU 18	369	7	1.9	2	.5			1	.3	359	97.3
PFS-19 THRU 20	36	3	8.3							33	91.7
TOTAL OTHER PAY SYSTEMS **	56,895	3,376	5.9	695	1.2	81	.1	461	.8	52,282	91.9
UP THRU $6,499	17,493	2,325	13.3	338	1.9	51	.3	173	1.0	14,606	83.5
$ 6,500 THRU $ 9,999	15,724	596	3.8	169	1.1	18	.1	162	1.0	14,779	94.0
$10,000 THRU $13,999	10,122	240	2.4	81	.8	4		73	.7	9,724	96.1
$14,000 THRU $17,999	7,033	129	1.8	60	.9	4	.1	33	.5	6,807	96.8
$18,000 AND OVER	6,523	86	1.3	47	.7	4	.1	20	.3	6,366	97.6

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

Table 1-3

ALL AGENCY SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,601,639	389,251	15.0	73,619	2.8	16,478	.6	21,188	.8	2,101,103	80.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,289,114	137,919	10.7	23,681	1.8	9,752	.8	10,374	.8	1,107,388	85.9
GS- 1	1,919	998	52.0	129	6.7	14	.7	11	.6	767	40.0
GS- 2	23,222	7,093	30.5	629	2.7	417	1.8	138	.6	14,945	64.4
GS- 3	114,952	27,599	24.0	3,587	3.1	1,943	1.7	688	.6	81,135	70.6
GS- 4	171,954	31,562	18.4	4,835	2.8	2,677	1.6	1,156	.7	131,724	76.6
GS- 5	153,009	24,713	16.2	3,887	2.5	1,445	.9	1,206	.8	121,758	79.6
GS- 6	74,182	9,849	13.3	1,380	1.9	321	.4	539	.7	62,093	83.7
GS- 7	112,833	10,823	9.6	2,193	1.9	785	.7	931	.8	98,101	86.9
GS- 8	27,386	2,453	9.0	395	1.4	65	.2	251	.9	24,222	88.4
GS- 9	155,283	9,682	6.2	2,624	1.7	883	.6	1,474	.9	140,620	90.6
GS-10	18,069	638	3.5	185	1.0	33	.2	193	1.1	17,020	94.2
GS-11	147,788	5,998	4.1	1,739	1.2	549	.4	1,464	1.0	138,038	93.4
GS-12	121,533	3,322	2.7	1,033	.8	289	.2	1,101	.9	115,788	95.3
GS-13	91,728	2,048	2.2	585	.6	184	.2	683	.7	88,228	96.2
GS-14	44,312	720	1.6	312	.7	107	.2	348	.8	42,825	96.6
GS-15	25,625	358	1.4	154	.6	33	.1	178	.7	24,902	97.2
GS-16	3,721	40	1.1	7	.2	5	.1	9	.2	3,660	98.4
GS-17	1,113	16	1.4	5	.4	2	.2	2	.2	1,088	97.8
GS-18	485	7	1.4	2	.4			2	.4	474	97.7

1969 MINORITY GROUP STUDY

Table 1-4

ALL AGENCY SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	554,443	109,356	19.7	31,778	5.7	5,392	1.0	6,441	1.2	401,476	72.4
UP THRU $ 4,999	20,484	11,605	56.7	1,777	8.7	133	.6	357	1.7	6,612	32.3
$ 5,000-$ 5,499	27,528	10,100	36.7	2,088	7.6	329	1.2	170	.6	14,841	53.9
$ 5,500-$ 5,999	37,657	14,524	38.6	3,136	8.3	596	1.6	343	.9	19,058	50.6
$ 6,000-$ 6,499	51,992	16,379	31.5	2,971	5.7	581	1.1	585	1.1	31,476	60.5
$ 6,500-$ 6,999	59,678	16,780	28.1	3,773	6.3	741	1.2	627	1.1	37,757	63.3
$ 7,000-$ 7,999	140,355	21,896	15.6	9,665	6.9	1,398	1.0	1,406	1.0	105,990	75.5
$ 8,000-$ 8,999	113,357	11,755	10.4	5,706	5.0	898	.8	1,442	1.3	93,556	82.5
$ 9,000-$ 9,999	50,863	4,150	8.2	1,743	3.4	303	.6	795	1.6	43,872	86.3
$10,000-$11,999	38,554	1,696	4.4	750	1.9	233	.6	564	1.5	35,311	91.6
$12,000-$13,999	10,121	337	3.3	122	1.2	122	1.2	123	1.2	9,417	93.0
$14,000-$15,999	2,046	61	3.0	30	1.5	46	2.2	20	1.0	1,889	92.3
$16,000-$17,999	989	56	5.7	9	.9	11	1.1	4	.4	909	91.9
$18,000-$19,999	495	8	1.6	4	.8			2	.4	481	97.2
$20,000-$21,999	210	3	1.4	4	1.9			3	1.4	200	95.2
$22,000-$23,999	78	4	5.1							74	94.9
$24,000-$25,999	10					1	10.0			9	90.0
$26,000-$27,999	4									4	100.0
$28,000-$29,999	4	1	25.0							3	75.0
$30,000 AND OVER	18	1	5.6							17	94.4

1969 MINORITY GROUP STUDY

Table 1-5

ALL AGENCY SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL POSTAL FIELD SERVICE.....	700,304	136,322	19.5	17,494	2.5	1,182	.2	3,947	.6	541,359	77.3
PFS- 1	481	243	50.5	20	4.2	4	.8	4	.8	210	43.7
PFS- 2	4,265	2,048	48.0	213	5.0	11	.3	58	1.4	1,935	45.4
PFS- 3	27,565	3,550	12.9	501	1.8	129	.5	89	.3	23,296	84.5
PFS- 4	61,885	28,829	46.6	2,702	4.4	77	.1	416	.7	29,861	48.3
PFS- 5	463,835	89,433	19.3	12,222	2.6	696	.2	2,732	.6	358,752	77.3
PFS- 6	41,693	8,354	20.0	1,041	2.5	65	.2	389	.9	31,844	76.4
PFS- 7	12,957	709	5.5	125	1.0	48	.4	39	.3	12,036	92.9
PFS- 8	18,956	1,881	9.9	230	1.2	25	.1	122	.6	16,698	88.1
PFS- 9	10,705	399	3.7	89	.8	27	.3	25	.2	10,165	95.0
PFS-10	8,696	327	3.8	87	1.0	14	.2	31	.4	8,237	94.7
PFS-11	4,141	174	4.2	27	.7	5	.1	6	.1	3,929	94.9
PFS-12	2,522	122	4.8	13	.5	3	.1	7	.3	2,377	94.3
PFS-13	1,455	52	3.6	9	.6			5	.3	1,389	95.5
PFS-14	1,324	74	5.6	8	.6			5	.4	1,237	93.4
PFS-15	1,146	35	3.1	8	.7	2	.2	5	.4	1,096	95.6
PFS-16	584	9	1.5	8	1.4	1	.2			566	96.9
PFS-17	231	6	2.6	2	.9					223	96.5
PFS-18	139	5	3.6							134	96.4
PFS-19	62							1	1.6	61	98.4
PFS-20	24	2	8.3							22	91.7
PFS-21	15									15	100.0
4TH CLASS POSTMASTERS	6,903	18	.3	106	1.5	23	.3	1		6,755	97.9
RURAL CARRIERS	30,720	52	.2	83	.3	52	.2	12		30,521	99.4

1969 MINORITY GROUP STUDY

Table 1-6

ALL AGENCY SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	57,778	5,654	9.8	666	1.2	152	.3	426	.7	50,880	88.1
UP THRU $ 4,999	3,361	677	20.1	82	2.4	79	2.4	13	.4	2,510	74.7
$ 5,000-$ 5,499	1,373	364	26.5	22	1.6	8	.6	10	.7	969	70.6
$ 5,500-$ 5,999	3,211	682	21.2	29	.9	5	.2	12	.4	2,483	77.3
$ 6,000-$ 6,499	3,847	1,059	27.5	44	1.1	3	.1	15	.4	2,726	70.9
$ 6,500-$ 6,999	3,679	735	20.0	51	1.4	9	.2	53	1.4	2,831	77.0
$ 7,000-$ 7,999	6,062	685	11.3	76	1.3	9	.1	56	.9	5,236	86.4
$ 8,000-$ 8,999	5,408	437	8.1	58	1.1	11	.2	54	1.0	4,848	89.6
$ 9,000-$ 9,999	3,339	196	5.9	61	1.8	6	.2	27	.8	3,049	91.3
$10,000-$11,999	7,912	407	5.1	64	.8	5	.1	57	.7	7,379	93.3
$12,000-$13,999	3,897	89	2.3	48	1.2	7	.2	28	.7	3,725	95.6
$14,000-$15,999	3,074	76	2.5	24	.8	3	.1	28	.9	2,943	95.7
$16,000-$17,999	2,989	65	2.2	25	.8	2	.1	20	.7	2,877	96.3
$18,000-$19,999	2,119	44	2.1	20	.9	1		17	.8	2,037	96.1
$20,000-$21,999	1,423	36	2.5	18	1.3			10	.7	1,359	95.5
$22,000-$23,999	1,854	37	2.0	21	1.1			10	.5	1,786	96.3
$24,000-$25,999	539	15	2.8	2	.4			2	.4	520	96.5
$26,000-$27,999	541	5	.9	3	.6			3	.6	530	98.0
$28,000-$29,999	1,076	13	1.2	9	.8	1	.1	3	.3	1,050	97.6
$30,000 AND OVER	2,074	32	1.5	9	.4	3	.1	8	.4	2,022	97.5

1969 MINORITY GROUP STUDY

Table 1-7

ALEUT AND ESKIMO EMPLOYMENT IN ALASKA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

Pay System	Total Full-Time Employees	Aleut		Eskimo	
		Number	Pct	Number	Pct
Total All Pay Systems..	13,457	219	1.6	670	5.0
Total General Schedule or Similar.....	7,362	66	.9	270	3.7
GS- 1 Thru 4	2,054	45	2.2	190	9.3
GS- 5 Thru 8	1,784	17	1.0	63	3.5
GS- 9 Thru 11	2,157	3	.1	14	.6
GS-12 Thru 13	1,194	1	.1	3	.3
GS-14 Thru 15	169	...	...	...	...
GS-16 Thru 18	4	...	...	...	...
Total Wage Systems.....	4,840	107	2.2	286	5.9
Up Thru $ 5,499	10	...	...	2	20.0
$ 5,500 Thru $ 6,999	14	1	7.1	4	28.6
$ 7,000 Thru $ 7,999	76	9	11.8	28	36.8
$ 8,000 Thru $ 8,999	404	17	4.2	51	12.6
$ 9,000 Thru $ 9,999	395	13	3.3	58	14.7
$10,000 Thru $13,999	3,030	63	2.1	129	4.3
$14,000 Thru $17,999	752	4	.5	12	1.6
$18,000 and over	159	...	...	2	1.3
Total Postal Field Service.....	806	44	5.5	111	13.8
PFS- 1 Thru 5*	668	38	5.7	100	15.0
PFS- 6 Thru 9	118	5	4.2	11	9.3
PFS-10 Thru 12	13	1	7.7	...	...
PFS-13 Thru 16	7	...	...	...	...
PFS-17 Thru 19	...	...	...	...	...
PFS-20 Thru 21	...	...	...	...	...
Total Other Pay Systems	449	2	.4	3	.7
Up Thru $ 6,499	32	...	...	1	3.1
$ 6,500 Thru $ 9,999	182	...	...	2	1.1
$10,000 Thru $13,999	110	1	.9	...	...
$14,000 Thru $17,999	99	1	1.0	...	...
$18,000 Thru $25,999	22	...	...	...	...
$26,000 and over	4	...	...	...	...

* Includes 4th Class Postmasters and rural carriers.

1969 MINORITY GROUP STUDY

Table 1-8

DEPARTMENT OF STATE
INCLUDES AGENCY FOR INTERNATIONAL DEVELOPMENT AND PEACE CORPS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	21,889	2,771	12.7	510	2.3	33	.2	203	.9	18,372	83.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,808	1,787	30.8	134	2.3	20	.3	65	1.1	3,802	65.5
GS- 1 THRU 4	813	486	59.8	30	3.7	4	.5	2	.2	291	35.8
GS- 5 THRU 8	2,281	1,008	44.2	63	2.8	15	.7	36	1.6	1,159	50.8
GS- 9 THRU 11	1,062	218	20.5	23	2.2	1	.1	20	1.9	800	75.3
GS-12 THRU 13	817	61	7.5	10	1.2			2	.2	744	91.1
GS-14 THRU 15	797	13	1.6	7	.9			5	.6	772	96.9
GS-16 THRU 18	38	1	2.6	1	2.6					36	94.7
TOTAL WAGE SYSTEMS.....	322	173	53.7	105	32.6			1	.3	43	13.4
UP THRU $5,499	48	18	37.5	28	58.3					2	4.2
$ 5,500 THRU $ 6,999	101	50	49.5	39	38.6			1	1.0	11	10.9
$ 7,000 THRU $ 7,999	88	60	68.2	18	20.5					10	11.4
$ 8,000 THRU $ 8,999	57	31	54.4	16	28.1					10	17.5
$ 9,000 THRU $ 9,999	20	11	55.0	4	20.0					5	25.0
$10,000 THRU $13,999	8	3	37.5							5	62.5
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	15,759	811	5.1	271	1.7	13	.1	137	.9	14,527	92.2
UP THRU $6,499	393	85	21.6	11	2.8	1	.3	5	1.3	291	74.0
$ 6,500 THRU $ 9,999	3,932	363	9.2	99	2.5	7	.2	41	1.0	3,422	87.0
$10,000 THRU $13,999	4,045	153	3.8	68	1.7	2		33	.8	3,789	93.7
$14,000 THRU $17,999	2,383	85	3.6	30	1.3			26	1.1	2,242	94.1
$18,000 THRU $25,999	3,231	93	2.9	50	1.5	1		28	.9	3,059	94.7
$26,000 AND OVER	1,775	32	1.8	13	.7	2	.1	4	.2	1,724	97.1

1969 MINORITY GROUP STUDY

Table 1-8a

DEPARTMENT OF STATE
INCLUDES AGENCY FOR INTERNATIONAL DEVELOPMENT AND PEACE CORPS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	24,737	2,608	10.5	488	2.0	36	.1	208	.8	21,397	86.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,235	1,664	26.7	116	1.9	20	.3	59	.9	4,376	70.2
GS- 1 THRU 4	915	441	48.2	28	3.1					446	48.7
GS- 5 THRU 8	2,429	997	41.0	50	2.1	17	.7	35	1.4	1,330	54.8
GS- 9 THRU 11	1,137	173	15.2	23	2.0	3	.3	16	1.4	922	81.1
GS-12 THRU 13	882	42	4.8	8	.9			2	.2	830	94.1
GS-14 THRU 15	821	10	1.2	6	.7			6	.7	799	97.3
GS-16 THRU 18	51	1	2.0	1	2.0					49	96.1
TOTAL WAGE SYSTEMS.....	340	157	46.2	116	34.1			1	.3	66	19.4
UP THRU $5,499	90	20	22.2	61	67.8					9	10.0
$ 5,500 THRU $ 6,999	173	114	65.9	32	18.5			1	.6	26	15.0
$ 7,000 THRU $ 7,999	48	16	33.3	20	41.7					12	25.0
$ 8,000 THRU $ 8,999	20	6	30.0	3	15.0					11	55.0
$ 9,000 THRU $ 9,999	8	1	12.5							7	87.5
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	18,162	787	4.3	256	1.4	16	.1	148	.8	16,955	93.4
UP THRU $6,499	1,940	243	12.5	45	2.3	10	.5	23	1.2	1,619	83.5
$ 6,500 THRU $ 9,999	6,008	291	4.8	88	1.5	1		57	.9	5,571	92.7
$10,000 THRU $13,999	3,687	129	3.5	48	1.3	1		41	1.1	3,468	94.1
$14,000 THRU $17,999	3,668	68	1.9	42	1.1	2	.1	22	.6	3,534	96.3
$18,000 AND OVER	2,859	56	2.0	33	1.2	2	.1	5	.2	2,763	96.6
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1969 MINORITY GROUP STUDY

Table 1-9

DEPARTMENT OF THE TREASURY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	85,073	11,930	14.0	1,116	1.3	84	.1	504	.6	71,439	84.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	79,850	9,449	11.8	935	1.2	81	.1	474	.6	68,911	86.3
GS- 1 THRU 4	19,679	4,948	25.1	300	1.5	26	.1	87	.4	14,318	72.8
GS- 5 THRU 8	21,605	3,077	14.2	281	1.3	24	.1	140	.6	18,083	83.7
GS- 9 THRU 11	20,436	1,017	5.0	242	1.2	20	.1	122	.6	19,035	93.1
GS-12 THRU 13	14,402	367	2.5	107	.7	10	.1	110	.8	13,808	95.9
GS-14 THRU 15	3,384	40	1.2	5	.1	1		15	.4	3,323	98.2
GS-16 THRU 18	344									344	100.0
TOTAL WAGE SYSTEMS.....	4,898	2,466	50.3	169	3.5	3	.1	30	.6	2,230	45.5
UP THRU $5,499	376	198	52.7	3	.8					175	46.5
$ 5,500 THRU $ 6,999	2,178	1,524	70.0	51	2.3	1		7	.3	595	27.3
$ 7,000 THRU $ 7,999	1,078	489	45.4	84	7.8			8	.7	497	46.1
$ 8,000 THRU $ 8,999	418	147	35.2	25	6.0	1	.2	13	3.1	232	55.5
$ 9,000 THRU $ 9,999	207	58	28.0	3	1.4					146	70.5
$10,000 THRU $13,999	598	41	6.9	3	.5	1	.2	2	.3	551	92.1
$14,000 THRU $17,999	43	9	20.9							34	79.1
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	325	15	4.6	12	3.7					298	91.7
UP THRU $6,499	1									1	100.0
$ 6,500 THRU $ 9,999	171	14	8.2	1	.6					156	91.2
$10,000 THRU $13,999	58	1	1.7	2	3.4					55	94.8
$14,000 THRU $17,999	22			3	13.6					19	86.4
$18,000 THRU $25,999	40			6	15.0					34	85.0
$26,000 AND OVER	33									33	100.0

1969 MINORITY GROUP STUDY

Table 1-9a

DEPARTMENT OF THE TREASURY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	84,904	12,006	14.1	1,092	1.3	72	.1	501	.6	71,233	83.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	79,404	9,055	11.4	918	1.2	68	.1	466	.6	68,897	86.8
GS- 1 THRU 4	20,437	5,468	26.8	287	1.4	19	.1	90	.4	14,573	71.3
GS- 5 THRU 8	21,142	2,428	11.5	284	1.3	25	.1	154	.7	18,251	86.3
GS- 9 THRU 11	21,445	863	4.0	270	1.3	11	.1	124	.6	20,177	94.1
GS-12 THRU 13	12,898	272	2.1	72	.6	12	.1	87	.7	12,455	96.6
GS-14 THRU 15	3,130	23	.7	5	.2	1		11	.4	3,090	98.7
GS-16 THRU 18	352	1	.3							351	99.7
TOTAL WAGE SYSTEMS.....	5,166	2,946	57.0	157	3.0	4	.1	35	.7	2,024	39.2
UP THRU $5,499	817	669	81.9	9	1.1						
$ 5,500 THRU $ 6,999	3,247	2,120	65.3	141	4.3	2	.1	3	.4	136	16.6
$ 7,000 THRU $ 7,999	465	128	27.5	6	1.3			28	.9	956	29.4
$ 8,000 THRU $ 8,999	98	11	11.2	1	1.0			3	.6	328	70.5
$ 9,000 THRU $ 9,999	301	16	5.3			2	.7	1	1.0	85	86.7
$10,000 THRU $13,999	214	2	.9							283	94.0
$14,000 THRU $17,999	24									212	99.1
$18,000 AND OVER										24	100.0
TOTAL OTHER PAY SYSTEMS	334	5	1.5	17	5.1					312	93.4
UP THRU $6,499	188	3	1.6								
$ 6,500 THRU $ 9,999	56	2	3.6	11	19.6					185	98.4
$10,000 THRU $13,999	33			4	12.1					43	76.8
$14,000 THRU $17,999	57			2	3.5					29	87.9
$18,000 AND OVER										55	96.5
**											

1969 MINORITY GROUP STUDY

Table 1-10

DEPARTMENT OF DEFENSE, SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,089,686	125,124	11.5	43,230	4.0	3,142	.3	11,677	1.1	906,513	83.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	636,943	49,620	7.8	14,508	2.3	1,291	.2	5,946	.9	565,578	88.8
GS- 1 THRU 4	163,278	22,480	13.8	6,018	3.7	395	.2	1,350	.8	133,035	81.5
GS- 5 THRU 8	186,564	17,701	9.5	4,858	2.6	373	.2	1,683	.9	161,889	86.8
GS- 9 THRU 11	163,350	6,938	4.2	2,836	1.7	302	.2	1,816	1.1	151,458	92.7
GS-12 THRU 13	100,942	2,600	2.2	750	.7	113	.1	1,011	1.0	96,468	95.9
GS-14 THRU 15	21,716	178	.8	45	.2	17	.1	114	.5	21,362	98.4
GS-16 THRU 18	1,093	3	.3	1	.1	1	.1	2	.2	1,086	99.4
TOTAL WAGE SYSTEMS.....	447,257	75,362	16.8	28,738	6.4	1,917	.4	5,752	1.3	335,918	75.1
JP THRU $5,499	34,893	13,799	39.5	3,135	9.0	84	.2	473	1.4	17,402	49.9
$ 5,500 THRU $ 5,999	113,046	30,899	27.3	8,659	7.7	438	.4	1,321	1.2	71,529	63.3
$ 7,000 THRU $ 7,999	122,301	16,936	13.8	9,146	7.5	691	.6	1,254	1.0	94,274	77.1
$ 8,000 THRU $ 9,999	97,893	9,084	9.3	5,390	5.5	373	.4	1,440	1.4	81,606	83.5
$ 9,000 THRU $ 9,999	40,894	3,075	7.5	1,599	3.9	167	.4	740	1.8	35,313	86.4
$10,000 THRU $13,999	35,052	1,421	4.1	775	2.2	111	.3	542	1.7	32,177	91.8
$14,000 THRU $17,999	2,415	96	4.0	28	1.2	7	.3	19	.8	2,265	93.8
$18,000 AND OVER	763	12	1.6	6	.8			3	.4	742	97.2
TOTAL OTHER PAY SYSTEMS	5,488	142	2.6	42	.8	4	.1	139	2.5	5,161	94.0
JP THRU $6,499	689	37	5.4	5	.7	1	.1	6	.9	634	92.0
$ 6,500 THRU $ 9,999	3,583	143	4.0	31	.9	2	.1	127	3.5	3,280	91.5
$10,000 THRU $13,999	448	1	.2	4	.9	1	.2	9	2.0	433	96.7
$14,000 THRU $17,999	214			2	.9			2	.9	210	98.1
$18,000 THRU $25,999	175	1	.6							171	97.7
$25,000 AND OVER	379							5	1.3	364	96.0

1969 MINORITY GROUP STUDY

Table 1-10a

DEPARTMENT OF DEFENSE, SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,098,532	131,198	11.9	42,088	3.8	3,125	.3	11,791	1.1	910,330	82.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	616,631	47,960	7.8	13,042	2.1	1,058	.2	5,353	.9	549,218	89.1
GS- 1 THRU 4	193,556	24,636	12.7	6,285	3.2	441	.2	1,354	.7	160,810	83.1
GS- 5 THRU 8	170,464	15,977	9.4	4,069	2.4	338	.2	1,613	.9	148,467	87.1
GS- 9 THRU 11	145,379	5,506	3.8	2,180	1.5	201	.1	1,553	1.1	135,939	93.5
GS-12 THRU 13	87,320	1,728	2.0	478	.5	66	.1	747	.9	84,301	96.5
GS-14 THRU 15	18,881	110	.6	29	.2	11	.1	83	.4	18,648	98.8
GS-16 THRU 18	1,031	3	.3	1	.1	1	.1	3	.3	1,023	99.2
TOTAL WAGE SYSTEMS.....	476,426	82,746	17.4	28,974	6.1	2,056	.4	6,331	1.3	355,319	74.8
UP THRU $5,499	93,461	32,339	34.6	7,907	8.5	519	.6	930	1.0	51,766	55.4
$ 5,500 THRU $ 6,999	193,795	35,229	18.2	13,948	7.2	970	.5	2,273	1.2	141,375	73.0
$ 7,000 THRU $ 7,999	128,197	12,869	10.0	5,583	4.4	427	.3	2,155	1.7	107,163	83.6
$ 8,000 THRU $ 8,999	33,088	1,671	5.1	1,153	3.5	89	.3	471	1.4	29,704	89.8
$ 9,000 THRU $ 9,999	17,813	512	2.9	281	1.6	49	.2	352	2.0	16,634	93.4
$10,000 THRU $13,999	9,378	122	1.3	96	1.0	20	.2	135	1.4	9,005	96.0
$14,000 THRU $17,999	608	4	.7	4	.7	2	.3	5	.8	593	97.5
$18,000 AND OVER	81			2	2.5					79	97.5
TOTAL OTHER PAY SYSTEMS	5,475	472	8.6	72	1.3	11	.2	97	1.8	4,823	88.1
UP THRU $6,499	2,801	308	13.9	50	1.8	10	.4	58	2.1	2,295	81.9
$ 6,500 THRU $ 9,999	1,598	79	4.9	19	1.2	1	.1	38	2.4	1,461	91.4
$10,000 THRU $13,999	384	4	1.0	2	.5			1	.3	377	98.2
$14,000 THRU $17,999	243	1	.4	1	.4					241	99.2
$18,000 AND OVER	449									449	100.0
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1969 MINORITY GROUP STUDY

Table 1-11

OFFICE OF THE SECRETARY OF DEFENSE AND OTHER DEFENSE ACTIVITIES

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	68,630	11,529	16.8	1,411	2.1	107	.2	390	.6	55,193	80.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	55,978	6,712	12.0	643	1.1	73	.1	319	.6	48,231	86.2
GS- 1 THRU 4	11,378	2,752	24.2	241	2.1	20	.2	53	.5	8,312	73.1
GS- 5 THRU 8	13,837	2,425	17.5	200	1.4	19	.1	93	.7	11,100	80.2
GS- 9 THRU 11	19,058	1,236	6.5	157	.8	25	.1	103	.5	17,537	92.0
GS-12 THRU 13	9,010	273	3.0	40	.4	7	.1	56	.6	8,634	95.8
GS-14 THRU 15	2,434	24	1.0	5	.2	2	.1	13	.5	2,390	98.2
GS-16 THRU 18	261	2	.8					1	.4	258	98.9
TOTAL WAGE SYSTEMS.....	12,561	4,817	38.3	768	6.1	34	.3	70	.6	6,872	54.7
UP THRU $5,499	1,886	1,552	82.3	42	2.2	8	.4	2	.1	282	15.0
$ 5,500 THRU $ 6,999	6,262	2,306	36.8	444	7.1	16	.3	33	.5	3,463	55.3
$ 7,000 THRU $ 7,999	2,404	665	27.7	169	7.0	4	.2	30	1.2	1,536	63.9
$ 8,000 THRU $ 8,999	971	166	17.1	71	7.3	4	.4	2	.2	728	75.0
$ 9,000 THRU $ 9,999	549	85	15.5	21	3.8	2	.4	1	.2	440	80.1
$10,000 THRU $13,999	484	42	8.7	21	4.3			2	.4	419	86.6
$14,000 THRU $17,999	5	1	20.0							4	80.0
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	91							1	1.1	90	98.9
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999											
$18,000 THRU $25,999	9									9	100.0
$26,000 AND OVER	81							1	1.2	80	98.8

1969 MINORITY GROUP STUDY

Table 1-11a

OFFICE OF THE SECRETARY OF DEFENSE AND OTHER DEFENSE ACTIVITIES

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	70,866	11,652	16.4	1,506	2.1	84	.1	341	.5	57,283	80.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	57,152	6,491	11.4	588	1.0	45	.1	278	.5	49,750	87.0
GS- 1 THRU 4	13,281	2,934	22.1	262	2.0	11	.1	54	.4	10,020	75.4
GS- 5 THRU 8	14,609	2,315	15.8	172	1.2	15	.1	84	.6	12,023	82.3
GS- 9 THRU 11	18,661	1,019	5.5	119	.6	15	.1	82	.4	17,426	93.4
GS-12 THRU 13	8,087	207	2.6	29	.4	4		51	.6	7,796	96.4
GS-14 THRU 15	2,249	14	.6	6	.3			7	.3	2,222	98.8
GS-16 THRU 18	265	2	.8							263	99.2
TOTAL WAGE SYSTEMS.....	13,597	5,143	37.8	918	6.8	39	.3	63	.5	7,434	54.7
UP THRU $5,499	5,767	3,360	58.3	265	4.6	18	.3	4	.1	2,120	36.8
$ 5,500 THRU $ 6,999	5,996	1,579	26.3	511	8.5	16	.3	57	1.0	3,833	63.9
$ 7,000 THRU $ 7,999	1,207	156	12.9	113	9.4	4	.3			934	77.4
$ 8,000 THRU $ 8,999	442	44	10.0	23	5.2	1	.2	2	.5	372	84.2
$ 9,000 THRU $ 9,999	125	2	1.6	6	4.8					117	93.6
$10,000 THRU $13,999	59	2	3.4							57	96.6
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	117	18	15.4							99	84.6
UP THRU $6,499	14	13	92.9							1	7.1
$ 6,500 THRU $ 9,999	9	5	55.6							4	44.4
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER **	94									94	100.0

1969 MINORITY GROUP STUDY

Table 1-12

DEPARTMENT OF THE ARMY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	389,876	45,504	11.7	13,865	3.6	884	.2	3,602	.9	326,021	83.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	255,569	22,266	8.7	5,355	2.1	380	.1	2,562	1.0	225,006	88.0
GS- 1 THRU 4	64,580	10,137	15.7	2,242	3.5	128	.2	481	.7	51,592	79.9
GS- 5 THRU 8	80,373	8,132	10.1	1,785	2.2	139	.2	741	.9	69,576	86.6
GS- 9 THRU 11	61,913	3,010	4.9	990	1.6	74	.1	854	1.4	56,985	92.0
GS-12 THRU 13	40,351	919	2.3	319	.8	34	.1	444	1.1	38,635	95.7
GS-14 THRU 15	8,020	68	.8	19	.2	5	.1	42	.5	7,886	98.3
GS-16 THRU 18	332									332	100.0
TOTAL WAGE SYSTEMS.....	133,219	23,204	17.4	8,504	6.4	504	.4	1,030	.8	99,977	75.0
UP THRU $5,499	8,491	4,419	52.0	715	8.4	43	.5	24	.3	3,290	38.7
$ 5,500 THRU $ 6,999	38,349	10,384	27.1	2,647	6.9	149	.4	235	.6	24,934	65.0
$ 7,000 THRU $ 7,999	35,486	4,804	13.5	2,322	6.5	151	.4	197	.6	28,012	78.9
$ 8,000 THRU $ 8,999	27,105	2,106	7.8	1,993	7.4	97	.4	193	.7	22,716	83.8
$ 9,000 THRU $ 9,999	11,597	732	6.3	504	4.3	38	.3	131	1.1	10,192	87.9
$10,000 THRU $13,999	10,634	668	6.3	304	2.9	21	.2	241	2.3	9,400	88.4
$14,000 THRU $17,999	1,130	82	7.3	15	1.3	5	.4	7	.6	1,021	90.4
$18,000 AND OVER	427	9	2.1	4	.9			2	.5	412	96.5
TOTAL OTHER PAY SYSTEMS	1,088	34	3.1	6	.6			10	.9	1,038	95.4
UP THRU $6,499	134	9	6.7							125	93.3
$ 6,500 THRU $ 9,999	793	25	3.2	6	.8			7	.9	755	95.2
$10,000 THRU $13,999	99							3	3.0	96	97.0
$14,000 THRU $17,999	2									2	100.0
$18,000 THRU $25,999	23									23	100.0
$26,000 AND OVER	37									37	100.0

1969 MINORITY GROUP STUDY

DEPARTMENT OF THE ARMY

Table 1-12a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	389,646	48,878	12.5	13,686	3.5	915	.2	3,436	.9	322,731	82.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	247,749	22,623	9.1	4,752	1.9	334	.1	2,400	1.0	217,640	87.8
GS- 1 THRU 4	81,679	11,820	14.5	2,414	3.0	163	.2	500	.6	66,802	81.8
GS- 5 THRU 8	72,125	7,772	10.8	1,410	2.0	115	.2	773	1.1	62,055	86.0
GS- 9 THRU 11	52,907	2,321	4.4	731	1.4	55	.1	765	1.4	49,035	92.7
GS-12 THRU 13	33,637	669	2.0	181	.5	17	.1	328	1.0	32,442	96.4
GS-14 THRU 15	7,086	41	.6	16	.2	4	.1	34	.5	6,991	98.7
GS-16 THRU 18	315									315	100.0
TOTAL WAGE SYSTEMS.....	140,156	26,134	18.6	8,928	6.4	577	.4	1,029	.7	103,488	73.8
UP THRU $5,499	36,897	13,091	35.5	2,716	7.4	210	.6	151	.4	20,729	56.2
$ 5,500 THRU $ 6,999	61,759	9,943	16.1	4,411	7.1	261	.4	324	.5	46,820	75.8
$ 7,000 THRU $ 7,999	26,589	2,459	9.2	1,325	5.0	79	.3	216	.8	22,510	84.7
$ 8,000 THRU $ 8,999	8,592	478	5.6	388	4.5	16	.2	143	1.7	7,567	88.1
$ 9,000 THRU $ 9,999	3,499	117	3.3	64	1.8	5	.1	124	3.5	3,189	91.1
$10,000 THRU $13,999	2,671	46	1.7	24	.9	5	.2	70	2.6	2,526	94.6
$14,000 THRU $17,999	145					1	.7	1	.7	143	98.6
$18,000 AND OVER	4									4	100.0
TOTAL OTHER PAY SYSTEMS	1,741	121	7.0	6	.3	4	.2	7	.4	1,603	92.1
UP THRU $6,499	1,031	109	10.6	3	.3	4	.4	5	.5	910	88.3
$ 6,500 THRU $ 9,999	664	12	1.8	3	.5			2	.3	647	97.4
$10,000 THRU $13,999	29									29	100.0
$14,000 THRU $17,999	3									3	100.0
$18,000 AND OVER	14									14	100.0
**											

1969 MINORITY GROUP STUDY

Table 1-13

DEPARTMENT OF THE NAVY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	349,472	47,390	13.6	7,819	2.2	911	.3	5,842	1.7	287,510	82.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	167,294	13,391	8.0	2,038	1.2	254	.2	2,043	1.2	149,568	89.4
GS- 1 THRU 4	48,846	6,619	13.6	899	1.8	99	.2	571	1.2	40,658	83.2
GS- 5 THRU 8	43,513	4,598	10.6	562	1.3	71	.2	530	1.2	37,752	86.8
GS- 9 THRU 11	40,462	1,539	3.8	424	1.0	60	.1	546	1.3	37,893	93.7
GS-12 THRU 13	27,430	583	2.1	147	.5	19	.1	360	1.3	26,321	96.0
GS-14 THRU 15	6,721	51	.8	6	.1	4	.1	36	.5	6,624	98.6
GS-16 THRU 18	322	1	.3			1	.3			320	99.4
TOTAL WAGE SYSTEMS.....	180,574	33,952	18.8	5,762	3.2	656	.4	3,789	2.1	136,415	75.5
UP THRU $5,499	18,298	5,738	31.4	656	3.6	12	.1	395	2.2	11,497	62.8
$ 5,500 THRU $ 6,999	39,189	12,440	31.7	860	2.2	119	.3	891	2.3	24,879	63.5
$ 7,000 THRU $ 7,999	46,549	8,084	17.4	1,655	3.6	238	.5	883	1.9	35,689	76.7
$ 8,000 THRU $ 8,999	43,287	5,379	12.4	1,655	3.8	173	.4	877	2.0	35,183	81.3
$ 9,000 THRU $ 9,999	17,721	1,816	10.2	681	3.8	76	.4	509	2.9	14,639	82.6
$10,000 THRU $13,999	14,602	489	3.3	246	1.7	38	.3	227	1.6	13,602	93.2
$14,000 THRU $17,999	716	4	.6	7	1.0			6	.8	699	97.6
$18,000 AND OVER	232	2	.9	2	.9			1	.4	227	97.8
TOTAL OTHER PAY SYSTEMS	1,604	47	2.9	19	1.2	1	.1	10	.6	1,527	95.2
UP THRU $6,499	254	6	2.4	4	1.6			1	.4	243	95.7
$ 6,500 THRU $ 9,999	596	39	6.5	10	1.7			3	.5	544	91.3
$10,000 THRU $13,999	279	1	.4	3	1.1	1	.4	4	1.4	270	96.8
$14,000 THRU $17,999	206			2	1.0			2	1.0	202	98.1
$18,000 THRU $25,999	143	1	.7							142	99.3
$26,000 AND OVER	126									126	100.0

1969 MINORITY GROUP STUDY

Table 1-13a

DEPARTMENT OF THE NAVY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	357,505	49,188	13.8	7,687	2.2	1,011	.3	6,027	1.7	293,592	82.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	155,549	11,754	7.6	1,705	1.1	251	.2	1,677	1.1	140,162	90.1
GS- 1 THRU 4	51,580	6,519	12.6	864	1.7	122	.2	539	1.0	43,536	84.4
GS- 5 THRU 8	39,271	3,546	9.0	460	1.2	66	.2	454	1.2	34,745	88.5
GS- 9 THRU 11	34,735	1,189	3.4	285	.8	42	.1	427	1.2	32,792	94.4
GS-12 THRU 13	24,258	473	1.9	93	.4	17	.1	232	1.0	23,443	96.6
GS-14 THRU 15	5,433	26	.5	3	.1	3	.1	24	.4	5,377	99.0
GS-16 THRU 18	272	1	.4			1	.4	1	.4	269	98.9
TOTAL WAGE SYSTEMS.....	200,730	37,359	18.6	5,976	3.0	760	.4	4,347	2.2	152,288	75.9
UP THRU $5,499	28,779	10,421	36.2	750	2.6	188	.7	569	2.0	16,851	58.6
$ 5,500 THRU $ 6,999	70,840	17,194	24.3	2,538	3.6	321	.5	1,680	2.4	49,107	69.3
$ 7,000 THRU $ 7,999	71,312	8,567	12.0	2,096	2.9	189	.3	1,604	2.2	58,856	82.5
$ 8,000 THRU $ 8,999	14,133	810	5.7	396	2.8	33	.2	253	1.8	12,641	89.4
$ 9,000 THRU $ 9,999	11,095	325	2.9	143	1.3	21	.2	201	1.8	10,405	93.8
$10,000 THRU $13,999	4,119	41	1.0	48	1.2	8	.2	36	.9	3,986	96.8
$14,000 THRU $17,999	376	1	.3	3	.8			4	1.1	368	97.9
$18,000 AND OVER	76			2	2.6					74	97.4
TOTAL OTHER PAY SYSTEMS	1,226	75	6.1	6	.5			3	.2	1,142	93.1
UP THRU $6,499	136	25	18.4	3	2.2			2	1.5	106	77.9
$ 6,500 THRU $ 9,999	345	45	13.0	2	.6					298	86.4
$10,000 THRU $13,999	316	4	1.3					1	.3	311	98.4
$14,000 THRU $17,999	218	1	.5	1	.5					216	99.1
$18,000 AND OVER	211									211	100.0
**											

1969 MINORITY GROUP STUDY

Table 1-14

DEPARTMENT OF THE AIR FORCE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	281,710	20,701	7.3	20,193	7.2	1,220	.4	2,043	.7	237,553	84.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	158,102	7,251	4.6	6,472	4.1	494	.3	1,052	.7	142,823	90.3
GS- 1 THRU 4	38,474	2,972	7.7	2,636	6.9	151	.4	255	.7	32,460	84.4
GS- 5 THRU 8	48,841	2,606	5.3	2,311	4.7	144	.3	319	.7	43,461	89.0
GS- 9 THRU 11	41,917	1,153	2.8	1,265	3.0	143	.3	313	.7	39,043	93.1
GS-12 THRU 13	24,151	485	2.0	244	1.0	50	.2	151	.6	23,221	96.1
GS-14 THRU 15	4,541	35	.8	15	.3	6	.1	23	.5	4,462	98.3
GS-16 THRU 18	178			1	.6			1	.6	176	98.9
TOTAL WAGE SYSTEMS.....	120,903	13,349	11.0	13,704	11.3	723	.6	873	.7	92,254	76.3
UP THRU $5,499	6,218	2,090	33.6	1,722	27.7	21	.3	52	.8	2,333	37.5
$ 5,500 THRU $ 6,999	29,246	5,769	19.7	4,708	16.1	214	.7	152	.6	18,393	62.9
$ 7,000 THRU $ 7,999	37,862	3,383	8.9	5,000	13.2	298	.8	174	.5	29,007	76.6
$ 8,000 THRU $ 8,999	26,550	1,433	5.4	1,671	6.3	99	.4	268	1.0	23,079	86.9
$ 9,000 THRU $ 9,999	11,027	442	4.0	393	3.6	51	.5	99	.9	10,042	91.1
$10,000 THRU $13,999	9,332	222	2.4	204	2.2	38	.4	112	1.2	8,756	93.8
$14,000 THRU $17,999	564	9	1.6	6	1.1	2	.4	6	1.1	541	95.9
$18,000 AND OVER	104	1	1.0							103	99.0
TOTAL OTHER PAY SYSTEMS	2,705	101	3.7	17	.6	3	.1	108	4.0	2,476	91.5
UP THRU $6,499	301	22	7.3	1	.3	1	.3	5	1.7	272	90.4
$ 6,500 THRU $ 9,999	2,194	79	3.6	15	.7	2	.1	97	4.4	2,001	91.2
$10,000 THRU $13,999	69			1	1.4			2	2.9	66	95.7
$14,000 THRU $17,999	6									6	100.0
$18,000 THRU $25,999											
$26,000 AND OVER	135							4	3.0	131	97.0

1969 MINORITY GROUP STUDY

Table 1-14a

DEPARTMENT OF THE AIR FORCE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	280,515	21,480	7.7	19,209	6.8	1,115	.4	1,987	.7	236,724	84.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	156,181	7,112	4.6	5,997	3.8	428	.3	1,008	.6	141,636	90.7
GS- 1 THRU 4	47,016	3,383	7.2	2,745	5.8	165	.4	271	.6	40,452	86.0
GS- 5 THRU 8	44,459	2,344	5.3	2,027	4.6	142	.3	302	.7	39,644	89.2
GS- 9 THRU 11	39,076	977	2.5	1,045	2.7	89	.2	279	.7	36,686	93.9
GS-12 THRU 13	21,338	379	1.8	175	.8	28	.1	136	.6	20,620	96.6
GS-14 THRU 15	4,113	29	.7	4	.1	4	.1	18	.4	4,058	98.7
GS-16 THRU 18	179			1	.6			2	1.1	176	98.3
TOTAL WAGE SYSTEMS.....	121,943	14,110	11.6	13,152	10.8	680	.6	892	.7	93,109	76.4
UP THRU $5,499	22,018	5,467	24.8	4,176	19.0	103	.5	206	.9	12,066	54.8
$ 5,500 THRU $ 6,999	55,200	6,513	11.8	6,488	11.8	372	.7	212	.4	41,615	75.4
$ 7,000 THRU $ 7,999	29,089	1,687	5.8	2,049	7.0	155	.5	335	1.2	24,863	85.5
$ 8,000 THRU $ 8,999	9,921	339	3.4	346	3.5	39	.4	73	.7	9,124	92.0
$ 9,000 THRU $ 9,999	3,099	68	2.2	68	2.2	3	.1	37	1.2	2,923	94.3
$10,000 THRU $13,999	2,529	33	1.3	24	.9	7	.3	29	1.1	2,436	96.3
$14,000 THRU $17,999	86	3	3.5	1	1.2	1	1.2			81	94.2
$18,000 AND OVER	1									1	100.0
TOTAL OTHER PAY SYSTEMS	2,391	258	10.8	60	2.5	7	.3	87	3.6	1,979	82.8
UP THRU $6,499	1,620	241	14.9	44	2.7	6	.4	51	3.1	1,278	78.9
$ 6,500 THRU $ 9,999	580	17	2.9	14	2.4	1	.2	36	6.2	512	88.3
$10,000 THRU $13,999	39			2	5.1					37	94.9
$14,000 THRU $17,999	22									22	100.0
$18,000 AND OVER	130									130	100.0
**											

1969 MINORITY GROUP STUDY

Table 1-15

DEPARTMENT OF JUSTICE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	35,577	2,912	8.2	760	2.1	46	.1	132	.4	31,727	89.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	33,323	2,762	8.3	710	2.1	45	.1	123	.4	29,683	89.1
GS- 1 THRU 4	7,303	1,523	20.9	255	3.5	10	.1	41	.6	5,474	75.0
GS- 5 THRU 8	11,141	960	8.6	332	3.0	17	.2	45	.4	9,787	87.8
GS- 9 THRU 11	6,790	173	2.5	82	1.2	10	.1	29	.4	6,496	95.7
GS-12 THRU 13	6,054	73	1.2	35	.6	5	.1	8	.1	5,933	98.0
GS-14 THRU 15	1,776	30	1.7	5	.3	2	.1			1,739	97.9
GS-16 THRU 18	259	3	1.2	1	.4	1	.4			254	98.1
TOTAL WAGE SYSTEMS.....	1,333	117	8.8	46	3.5	1	.1	6	.5	1,163	87.2
UP THRU $5,499	34	10	29.4	5	14.7					19	55.9
$ 5,500 THRU $ 6,999	98	40	40.8	10	10.2			1	1.0	47	48.0
$ 7,000 THRU $ 7,999	98	29	29.6	12	12.2					57	58.2
$ 8,000 THRU $ 8,999	124	16	12.9	9	7.3			3	2.4	96	77.4
$ 9,000 THRU $ 9,999	280	8	2.9	3	1.1			1	.4	268	95.7
$10,000 THRU $13,999	687	13	1.9	7	1.0	1	.1	1	.1	665	96.8
$14,000 THRU $17,999	2									2	100.0
$18,000 AND OVER	10	1	10.0							9	90.0
TOTAL OTHER PAY SYSTEMS	921	33	3.6	4	.4			3	.3	881	95.7
UP THRU $6,499	45	3	6.7							42	93.3
$ 6,500 THRU $ 9,999	10									10	100.0
$10,000 THRU $13,999	239	6	2.5	1	.4					232	97.1
$14,000 THRU $17,999	287	12	4.2	2	.7			2	.7	271	94.4
$18,000 THRU $25,999	257	10	3.9							247	96.1
$26,000 AND OVER	83	2	2.4	1	1.2			1	1.2	79	95.2

1969 MINORITY GROUP STUDY

Table 1-15a

DEPARTMENT OF JUSTICE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	33,281	2,525	7.6	587	1.8	49	.1	88	.3	30,032	90.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	31,084	2,365	7.6	537	1.7	45	.1	85	.3	28,052	90.2
GS- 1 THRU 4	7,732	1,483	19.2	220	2.8	8	.1	32	.4	5,989	77.5
GS- 5 THRU 8	10,514	702	6.7	258	2.5	18	.2	36	.3	9,500	90.4
GS- 9 THRU 11	5,887	115	2.0	43	.7	10	.2	14	.2	5,705	96.9
GS-12 THRU 13	5,268	43	.8	16	.3	8	.2	3	.1	5,198	98.7
GS-14 THRU 15	1,425	15	1.1			1	.1			1,409	98.9
GS-16 THRU 18	258	7	2.7							251	97.3
TOTAL WAGE SYSTEMS.....	1,363	107	7.9	44	3.2	2	.1	3	.2	1,207	88.6
UP THRU $5,499	52	20	38.5	11	21.2					21	40.4
$ 5,500 THRU $ 6,999	177	60	33.9	17	9.6			1	.6	99	55.9
$ 7,000 THRU $ 7,999	181	15	8.3	7	3.9			1	.6	158	87.3
$ 8,000 THRU $ 8,999	612	9	1.5	6	1.0	2	.3			595	97.2
$ 9,000 THRU $ 9,999	283	1	.4	2	.7			1	.4	279	98.6
$10,000 THRU $13,999	58	2	3.4	1	1.7					55	94.8
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	834	53	6.4	6	.7	2	.2			773	92.7
UP THRU $6,499	1									1	100.0
$ 6,500 THRU $ 9,999	137	11	8.0	1	.7	1	.7			124	90.5
$10,000 THRU $13,999	319	19	6.0	3	.9					297	93.1
$14,000 THRU $17,999	227	19	8.4	1	.4					207	91.2
$18,000 AND OVER	150	4	2.7	1	.7	1	.7			144	96.0
**											

1969 MINORITY GROUP STUDY

Table 1-16

POST OFFICE DEPARTMENT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	702,742	136,775	19.5	17,506	2.5	1,185	.2	3,962	.6	543,314	77.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,379	422	17.7	12	.5	3	.1	15	.6	1,927	81.0
GS- 1 THRU 4	192	107	55.7					2	1.0	83	43.2
GS- 5 THRU 8	646	209	32.4	4	.6	1	.2	1	.2	431	66.7
GS- 9 THRU 11	416	51	12.3	1	.2			2	.5	362	87.0
GS-12 THRU 13	552	35	6.3	5	.9			7	1.3	505	91.5
GS-14 THRU 15	501	19	3.8	2	.4	2	.4	2	.4	476	95.0
GS-16 THRU 18	72	1	1.4					1	1.4	70	97.2
TOTAL WAGE SYSTEMS.....	44	30	68.2							14	31.8
UP THRU $5,499	2	2	100.0								
$ 5,500 THRU $ 6,999	7	7	100.0								
$ 7,000 THRU $ 7,999	11	8	72.7							3	27.3
$ 8,000 THRU $ 8,999	10	7	70.0							3	30.0
$ 9,000 THRU $ 9,999	6	4	66.7							2	33.3
$10,000 THRU $13,999	8	2	25.0							6	75.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE a/.....	700,304	136,322	19.5	17,494	2.5	1,182	.2	3,947	.6	541,359	77.3
PFS- 1 THRU 5*	595,654	124,173	20.8	15,847	2.7	992	.2	3,312	.6	451,330	75.8
PFS- 6 THRU 9	84,311	11,343	13.5	1,485	1.8	165	.2	575	.7	70,743	83.9
PFS-10 THRU 12	15,359	623	4.1	127	.8	22	.1	44	.3	14,543	94.7
PFS-13 THRU 16	4,509	170	3.8	33	.7	3	.1	15	.3	4,288	95.1
PFS-17 THRU 19	432	11	2.5	2	.5			1	.2	418	96.8
PFS-20 THRU 21	39	2	5.1							37	94.9
TOTAL OTHER PAY SYSTEMS	15	1	6.7							14	93.3
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999	2									2	100.0
$26,000 AND OVER	13	1	7.7							12	92.3

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

a/ PUBLIC LAW 90-206 (DECEMBER 16, 1967) AUTHORIZED AN INCREASE FROM 20 TO 21 LEVELS IN THE POSTAL FIELD SERVICE. THE EQUIVALENT GROUPINGS FOR 1967 WERE PFS 1-4, 5-8, 9-11, ETC.

1969 MINORITY GROUP STUDY

POST OFFICE DEPARTMENT

Table 1-16a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	700,533	132,355	18.9	14,785	2.1	1,057	.2	3,766	.5	548,570	78.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,127	316	14.9	9	.4			7	.3	1,795	84.4
GS- 1 THRU 4	207	97	46.9	2	1.0			1	.5	107	51.7
GS- 5 THRU 8	627	156	24.9	3	.5			1	.2	467	74.5
GS- 9 THRU 11	357	31	8.7	1	.3			2	.6	323	90.5
GS-12 THRU 13	417	19	4.6					3	.7	395	94.7
GS-14 THRU 15	435	12	2.8	3	.7					420	96.6
GS-16 THRU 18	84	1	1.2							83	98.8
TOTAL WAGE SYSTEMS.....	44	28	63.6					1	2.3	15	34.1
UP THRU $5,499	2	2	100.0								
$ 5,500 THRU $ 6,999	22	19	86.4							3	13.6
$ 7,000 THRU $ 7,999	8	4	50.0							4	50.0
$ 8,000 THRU $ 8,999	9	3	33.3					1	11.1	5	55.6
$ 9,000 THRU $ 9,999	1									1	100.0
$10,000 THRU $13,999	2									2	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE a/.....	698,346	132,011	18.9	14,776	2.1	1,057	.2	3,758	.5	546,744	78.3
PFS- 1 THRU 4**	601,160	123,632	20.6	13,626	2.3	917	.2	3,337	.6	459,648	76.5
PFS- 5 THRU 8	77,746	7,805	10.0	1,034	1.3	124	.2	374	.5	68,409	88.0
PFS- 9 THRU 11	14,985	467	3.1	87	.6	13	.1	39	.3	14,379	96.0
PFS-12 THRU 15	4,030	97	2.4	27	.7	3	.1	7	.2	3,916	96.7
PFS-16 THRU 18	369	7	1.9	2	.5			1	.3	359	97.3
PFS-19 THRU 20	36	3	8.3							33	91.7
TOTAL OTHER PAY SYSTEMS	16									16	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER	16									16	100.0
**											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

a/ PUBLIC LAW 90-206 (DECEMBER 16, 1967) AUTHORIZED AN INCREASE FROM 20 TO 21 LEVELS IN THE POSTAL FIELD SERVICE. THE EQUIVALENT GROUPS FOR 1969 ARE PFS 1-5, 6-9, 10-12, ETC.

1969 MINORITY GROUP STUDY

Table 1-17

DEPARTMENT OF THE INTERIOR

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	63,173	3,222	5.1	1,275	2.0	8,553	13.5	462	.7	49,661	78.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	50,257	2,025	4.0	856	1.7	5,935	11.8	427	.8	41,014	81.6
GS- 1 THRU 4	8,879	624	7.0	303	3.4	3,282	37.0	48	.5	4,622	52.1
GS- 5 THRU 8	13,340	796	6.0	296	2.2	1,515	11.4	120	.9	10,613	79.6
GS- 9 THRU 11	14,964	507	3.4	185	1.2	834	5.6	144	1.0	13,294	88.8
GS-12 THRU 13	9,757	77	.8	61	.6	234	2.4	93	1.0	9,292	95.2
GS-14 THRU 15	3,124	20	.6	10	.3	66	2.1	21	.7	3,007	96.3
GS-16 THRU 18	193	1	.5	1	.5	4	2.1	1	.5	186	96.4
TOTAL WAGE SYSTEMS.....	12,219	1,130	9.2	411	3.4	2,614	21.4	34	.3	8,030	65.7
UP THRU $5,499	717	124	17.3	81	11.3	293	40.9	1	.1	218	30.4
$ 5,500 THRU $ 6,999	3,120	549	17.6	120	3.8	1,092	35.0			1,359	43.6
$ 7,000 THRU $ 7,999	2,345	245	10.4	96	4.1	554	23.6	7	.3	1,443	61.5
$ 8,000 THRU $ 8,999	1,965	110	5.6	50	2.5	384	19.5	6	.3	1,415	72.0
$ 9,000 THRU $ 9,999	1,307	51	3.9	26	2.0	86	6.6	9	.7	1,135	86.8
$10,000 THRU $13,999	2,581	51	2.0	33	1.3	163	6.3	11	.4	2,323	90.0
$14,000 THRU $17,999	176			5	2.8	42	23.9			129	73.3
$18,000 AND OVER	8									8	100.0
TOTAL OTHER PAY SYSTEMS	697	67	9.6	8	1.1	4	.6	1	.1	617	88.5
UP THRU $6,499	138			3	2.2	2	1.4			133	96.4
$ 6,500 THRU $ 9,999	267	48	18.0	3	1.1					216	80.9
$10,000 THRU $13,999	118	13	11.0	1	.8					104	88.1
$14,000 THRU $17,999	81	4	4.9	1	1.2	1	1.2			75	92.6
$18,000 THRU $25,999	58	1	1.7					1	1.7	56	96.6
$26,000 AND OVER	35	1	2.9			1	2.9			33	94.3

1969 MINORITY GROUP STUDY

Table 1-17a

DEPARTMENT OF THE INTERIOR

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	66,531	3,271	4.9	1,245	1.9	8,317	12.5	463	.7	53,235	80.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	52,492	2,108	4.0	833	1.6	5,648	10.8	427	.8	43,476	82.8
GS- 1 THRU 4	10,597	790	7.5	329	3.1	3,268	30.8	60	.6	6,150	58.0
GS- 5 THRU 8	14,959	822	5.5	288	1.9	1,404	9.4	124	.8	12,321	82.4
GS- 9 THRU 11	14,880	418	2.8	160	1.1	706	4.7	147	1.0	13,449	90.4
GS-12 THRU 13	9,188	61	.7	47	.5	212	2.3	79	.9	8,789	95.7
GS-14 THRU 15	2,669	12	.4	8	.3	55	2.1	17	.6	2,577	96.6
GS-16 THRU 18	199	5	2.5	1	.5	3	1.5			190	95.5
TOTAL WAGE SYSTEMS.....	13,348	1,119	8.4	404	3.0	2,666	20.0	34	.3	9,125	68.4
UP THRU $5,499	2,853	258	9.0	161	5.6	1,223	42.9	5	.2	1,206	42.3
$ 5,500 THRU $ 6,999	4,704	658	14.0	152	3.2	1,087	23.1	5	.1	2,802	59.6
$ 7,000 THRU $ 7,999	2,117	132	6.2	48	2.3	239	11.3	8	.4	1,690	79.8
$ 8,000 THRU $ 8,999	1,478	39	2.6	21	1.4	46	3.1	4	.3	1,368	92.6
$ 9,000 THRU $ 9,999	1,182	27	2.3	10	.8	39	3.3	9	.8	1,097	92.8
$10,000 THRU $13,999	943	5	.5	11	1.2	30	3.2	3	.3	894	94.8
$14,000 THRU $17,999	63			1	1.6	2	3.2			60	95.2
$18,000 AND OVER	8									8	100.0
TOTAL OTHER PAY SYSTEMS	691	44	6.4	8	1.2	3	.4	2	.3	634	91.8
UP THRU $6,499	174	1	.6	6	3.4	2	1.1			165	94.8
$ 6,500 THRU $ 9,999	270	36	13.3							234	86.7
$10,000 THRU $13,999	134	6	4.5	1	.7			1	.7	126	94.0
$14,000 THRU $17,999	58	1	1.7	1	1.7			1	1.7	55	94.8
$18,000 AND OVER	55					1	1.8			54	98.2
**											

1969 MINORITY GROUP STUDY

Table 1-18

DEPARTMENT OF AGRICULTURE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	85,698	4,989	5.8	1,452	1.7	300	.4	437	.5	78,520	91.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	79,041	4,070	5.1	1,005	1.3	247	.3	425	.5	73,294	92.7
GS- 1 THRU 4	13,694	1,500	11.0	328	2.4	88	.6	34	.2	11,744	85.8
GS- 5 THRU 8	26,127	1,762	6.7	423	1.6	85	.3	102	.4	23,755	90.9
GS- 9 THRU 11	23,868	635	2.7	208	.9	60	.3	169	.7	22,796	95.5
GS-12 THRU 13	12,056	148	1.2	42	.3	14	.1	108	.9	11,744	97.4
GS-14 THRU 15	3,079	22	.7	4	.1			12	.4	3,041	98.8
GS-16 THRU 18	217	3	1.4							214	98.6
TOTAL WAGE SYSTEMS.....	5,043	884	17.5	414	8.2	45	.9	8	.2	3,692	73.2
UP THRU $5,499	776	216	27.8	233	30.0	3	.4			324	41.8
$ 5,500 THRU $ 6,999	2,009	488	24.3	114	5.7	18	.9	4	.2	1,385	68.9
$ 7,000 THRU $ 7,999	921	118	12.8	46	5.0	10	1.1	2	.2	745	80.9
$ 8,000 THRU $ 8,999	792	42	5.3	15	1.9	9	1.1	1	.1	725	91.5
$ 9,000 THRU $ 9,999	318	16	5.0	6	1.9	1	.3	1	.3	294	92.5
$10,000 THRU $13,999	226	4	1.8			4	1.8			218	96.5
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	1,614	35	2.2	33	2.0	8	.5	4	.2	1,534	95.0
UP THRU $6,499	179	18	10.1	24	13.4			1	.6	136	76.0
$ 6,500 THRU $ 9,999	742	14	1.9	4	.5	7	.9	3	.4	714	96.2
$10,000 THRU $13,999	353	1	.3	3	.8	1	.3			348	98.6
$14,000 THRU $17,999	162	2	1.2	1	.6					159	98.1
$18,000 THRU $25,999	121			1	.8					120	99.2
$26,000 AND OVER	57									57	100.0

1969 MINORITY GROUP STUDY

Table 1-18a

DEPARTMENT OF AGRICULTURE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	90,504	5,214	5.8	1,491	1.6	358	.4	395	.4	83,046	91.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	82,173	4,265	5.2	993	1.2	281	.3	384	.5	76,250	92.8
GS- 1 THRU 4	17,151	2,013	11.7	407	2.4	138	.8	54	.3	14,539	84.8
GS- 5 THRU 8	27,444	1,671	6.1	410	1.5	97	.4	101	.4	25,165	91.7
GS- 9 THRU 11	23,278	449	1.9	142	.6	41	.2	123	.5	22,523	96.8
GS-12 THRU 13	11,278	116	1.0	32	.3	4		100	.9	11,026	97.8
GS-14 THRU 15	2,815	14	.5	2	.1	1		6	.2	2,792	99.2
GS-16 THRU 18	207	2	1.0							205	99.0
TOTAL WAGE SYSTEMS.....	6,579	906	13.8	483	7.3	73	1.1	9	.1	5,108	77.6
UP THRU $5,499	2,826	411	14.5	376	13.3	31	1.1	3	.1	2,005	70.9
$ 5,500 THRU $ 6,999	2,321	426	18.4	83	3.6	35	1.5	3	.1	1,774	76.4
$ 7,000 THRU $ 7,999	1,041	58	5.6	22	2.1	3	.3	2	.2	956	91.8
$ 8,000 THRU $ 8,999	266	7	2.6	2	.8	2	.8	1	.4	254	95.5
$ 9,000 THRU $ 9,999	100	4	4.0			2	2.0			94	94.0
$10,000 THRU $13,999	25									25	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	1,752	43	2.5	15	.9	4	.2	2	.1	1,688	96.3
UP THRU $6,499	648	35	5.4	8	1.2	2	.3			603	93.1
$ 6,500 THRU $ 9,999	622	7	1.1	6	1.0	2	.3	2	.3	605	97.3
$10,000 THRU $13,999	299	1	.3	1	.3					297	99.3
$14,000 THRU $17,999	103									103	100.0
$18,000 AND OVER	80									80	100.0
**											

1969 MINORITY GROUP STUDY

Table 1-19

DEPARTMENT OF COMMERCE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	27,002	4,384	16.2	187	.7	42	.2	272	1.0	22,117	81.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	24,045	3,541	14.7	160	.7	28	.1	185	.8	20,131	83.7
GS- 1 THRU 4	3,998	1,515	37.9	31	.8	3	.1	17	.4	2,432	60.8
GS- 5 THRU 8	6,146	1,347	21.9	38	.6	8	.1	41	.7	4,712	76.7
GS- 9 THRU 11	5,870	388	6.6	56	1.0	10	.2	47	.8	5,369	91.5
GS-12 THRU 13	4,849	224	4.6	30	.6	6	.1	52	1.1	4,537	93.6
GS-14 THRU 15	2,860	66	2.3	5	.2	1		25	.9	2,763	96.6
GS-16 THRU 18	322	1	.3					3	.9	318	98.8
TOTAL WAGE SYSTEMS.....	2,449	832	34.0	26	1.1	13	.5	80	3.3	1,498	61.2
UP THRU $5,499	335	130	38.8	4	1.2			39	11.6	162	48.4
$ 5,500 THRU $ 6,999	744	385	51.7	9	1.2	3	.4	14	1.9	333	44.8
$ 7,000 THRU $ 7,999	425	138	32.5	6	1.4	5	1.2	17	4.0	259	60.9
$ 8,000 THRU $ 8,999	428	113	26.4	3	.7	4	.9	5	1.2	303	70.8
$ 9,000 THRU $ 9,999	226	43	19.0	2	.9	1	.4	3	1.3	177	78.3
$10,000 THRU $13,999	266	22	8.3	1	.4			2	.8	241	90.6
$14,000 THRU $17,999	15									15	100.0
$18,000 AND OVER	10	1	10.0	1	10.0					8	80.0
TOTAL OTHER PAY SYSTEMS	508	11	2.2	1	.2	1	.2	7	1.4	488	96.1
UP THRU $6,499	134	6	4.5					2	1.5	126	94.0
$ 6,500 THRU $ 9,999	82							4	4.9	78	95.1
$10,000 THRU $13,999	81	1	1.2			1	1.2			79	97.5
$14,000 THRU $17,999	47	1	2.1							46	97.9
$18,000 THRU $25,999	92	2	2.2	1	1.1			1	1.1	88	95.7
$26,000 AND OVER	72	1	1.4							71	98.6

1969 MINORITY GROUP STUDY

Table 1-19a

DEPARTMENT OF COMMERCE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	27,135	4,307	15.9	148	.5	41	.2	214	.8	22,425	82.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	24,046	3,505	14.6	124	.5	32	.1	136	.6	20,249	84.2
GS- 1 THRU 4	4,745	1,781	37.5	14	.3	9	.2	13	.3	2,928	61.7
GS- 5 THRU 8	6,412	1,180	18.4	41	.6	10	.2	28	.4	5,153	80.4
GS- 9 THRU 11	5,707	330	5.8	37	.6	7	.1	40	.7	5,288	92.7
GS-12 THRU 13	4,504	166	3.7	26	.6	6	.1	38	.8	4,268	94.8
GS-14 THRU 15	2,393	47	2.0	5	.2			16	.7	2,325	97.2
GS-16 THRU 18	290	1	.3	1	.3			1	.3	287	99.0
TOTAL WAGE SYSTEMS.....	2,018	741	36.7	18	.9	7	.3	8	.4	1,244	61.6
UP THRU $5,499	275	180	65.5	2	.7	2	.7	1	.4	90	32.7
$ 5,500 THRU $ 6,999	904	437	48.3	10	1.1	3	.3	5	.6	449	49.7
$ 7,000 THRU $ 7,999	372	81	21.8	4	1.1	1	.3	1	.3	285	76.6
$ 8,000 THRU $ 8,999	283	37	13.1	1	.4	1	.4			244	86.2
$ 9,000 THRU $ 9,999	101	4	4.0	1	1.0			1	1.0	95	94.1
$10,000 THRU $13,999	83	2	2.4							81	97.6
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	1,071	61	5.7	6	.6	2	.2	70	6.5	932	87.0
UP THRU $6,499	486	53	10.9	4	.8			51	10.5	378	77.8
$ 6,500 THRU $ 9,999	326	6	1.8	1	.3	2	.6	19	5.8	298	91.4
$10,000 THRU $13,999	90	2	2.2							88	97.8
$14,000 THRU $17,999	65			1	1.5					64	98.5
$18,000 AND OVER	104									104	100.0
**											

1969 MINORITY GROUP STUDY

Table 1-20

DEPARTMENT OF LABOR

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	10,082	2,673	26.5	166	1.6	29	.3	49	.5	7,168	71.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	9,958	2,583	25.9	166	1.7	29	.3	49	.5	7,131	71.6
GS- 1 THRU 4	1,420	834	58.7	25	1.8	8	.6	8	.6	545	38.4
GS- 5 THRU 8	2,689	1,048	39.0	36	1.3	7	.3	21	.8	1,579	58.7
GS- 9 THRU 11	1,527	313	20.5	44	2.9	3	.2	7	.5	1,160	76.0
GS-12 THRU 13	2,890	286	9.9	45	1.6	8	.3	12	.4	2,539	87.9
GS-14 THRU 15	1,332	94	7.1	17	1.3	3	.2	1	.1	1,217	91.4
GS-16 THRU 18	100	8	8.0	1	1.0					91	91.0
TOTAL WAGE SYSTEMS.....	103	89	86.4							14	13.6
UP THRU $5,499	4	3	75.0							1	25.0
$ 5,500 THRU $ 6,999	43	36	83.7							7	16.3
$ 7,000 THRU $ 7,999	29	27	93.1							2	6.9
$ 8,000 THRU $ 8,999	12	11	91.7							1	8.3
$ 9,000 THRU $ 9,999	9	8	88.9							1	11.1
$10,000 THRU $13,999	6	4	66.7							2	33.3
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	21	1	4.8							20	95.2
UP THRU $6,499	6	1	16.7							5	83.3
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999											
$18,000 THRU $25,999	8									8	100.0
$26,000 AND OVER	6									6	100.0

1969 MINORITY GROUP STUDY

Table 1-20a

DEPARTMENT OF LABOR

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	9,511	2,283	24.0	99	1.0	8	.1	42	.4	7,079	74.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	9,355	2,182	23.3	97	1.0	8	.1	42	.4	7,026	75.1
GS- 1 THRU 4	1,686	842	49.9	17	1.0	3	.2	9	.5	815	48.3
GS- 5 THRU 8	2,592	845	32.6	22	.8	3	.1	17	.7	1,705	65.8
GS- 9 THRU 11	1,814	273	15.0	33	1.8	1	.1	6	.3	1,501	82.7
GS-12 THRU 13	2,269	157	6.9	22	1.0	1		10	.4	2,079	91.6
GS-14 THRU 15	901	60	6.7	3	.3					838	93.0
GS-16 THRU 18	93	5	5.4							88	94.6
TOTAL WAGE SYSTEMS.....	103	85	82.5	1	1.0					17	16.5
UP THRU $5,499	28	20	71.4	1	3.6					7	25.0
$ 5,500 THRU $ 6,999	51	46	90.2							5	9.8
$ 7,000 THRU $ 7,999	12	11	91.7							1	8.3
$ 8,000 THRU $ 8,999	8	6	75.0							2	25.0
$ 9,000 THRU $ 9,999	2	1	50.0							1	50.0
$10,000 THRU $13,999	2	1	50.0							1	50.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	53	16	30.2	1	1.9					36	67.9
UP THRU $6,499	20	13	65.0							7	35.0
$ 6,500 THRU $ 9,999	4	2	50.0							2	50.0
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999	10			1	10.0					9	90.0
$18,000 AND OVER	18	1	5.6							17	94.4
**											

1969 MINORITY GROUP STUDY

Table 1-21

DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	102,250	21,402	20.9	1,201	1.2	2,238	2.2	677	.7	76,732	75.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	89,800	18,428	20.5	1,119	1.2	1,591	1.8	581	.6	68,081	75.8
GS- 1 THRU 4	23,844	9,015	37.8	409	1.7	1,025	4.3	97	.4	13,298	55.8
GS- 5 THRU 8	30,245	6,683	22.1	394	1.3	425	1.4	209	.7	22,534	74.5
GS- 9 THRU 11	19,671	2,075	10.5	183	.9	102	.5	148	.8	17,163	87.3
GS-12 THRU 13	10,500	479	4.6	96	.9	19	.2	79	.8	9,827	93.6
GS-14 THRU 15	5,250	169	3.2	35	.7	20	.4	46	.9	4,980	94.9
GS-16 THRU 18	290	7	2.4	2	.7			2	.7	279	96.2
TOTAL WAGE SYSTEMS.....	6,022	2,846	47.3	45	.7	557	9.2	29	.5	2,545	42.3
UP THRU $5,499	396	214	54.0	10	2.5	56	14.1			116	29.3
$ 5,500 THRU $ 6,999	2,264	1,410	62.3	8	.4	240	10.6	11	.5	595	26.3
$ 7,000 THRU $ 7,999	1,130	579	51.2	11	1.0	102	9.0	8	.7	430	38.1
$ 8,000 THRU $ 8,999	930	303	32.6	5	.5	86	9.2	5	.5	531	57.1
$ 9,000 THRU $ 9,999	537	156	29.1	4	.7	23	4.3	3	.6	351	65.4
$10,000 THRU $13,999	681	171	25.1	7	1.0	43	6.3	2	.3	458	67.3
$14,000 THRU $17,999	77	11	14.3			6	7.8			60	77.9
$18,000 AND OVER	7	2	28.6			1	14.3			4	57.1
TOTAL OTHER PAY SYSTEMS	6,428	128	2.0	37	.6	90	1.4	67	1.0	6,106	95.0
UP THRU $6,499	1,126	38	3.4	3	.3	75	6.7	10	.9	1,000	88.8
$ 6,500 THRU $ 9,999	3,175	61	1.9	20	.6	9	.3	20	.6	3,065	96.5
$10,000 THRU $13,999	1,041	17	1.6	8	.8	4	.4	22	2.1	990	95.1
$14,000 THRU $17,999	875	8	.9	5	.6	2	.2	12	1.4	848	96.9
$18,000 THRU $25,999	87	3	3.4					1	1.1	83	95.4
$26,000 AND OVER	124	1	.8	1	.8			2	1.6	120	96.8

1969 MINORITY GROUP STUDY

Table 1-21a

DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	103,384	22,329	21.6	1,232	1.2	2,753	2.7	684	.7	76,386	73.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	89,359	18,680	20.9	1,125	1.3	2,007	2.2	561	.6	66,986	75.0
GS- 1 THRU 4	31,801	11,223	35.3	549	1.7	1,438	4.5	118	.4	18,473	58.1
GS- 5 THRU 8	27,886	5,740	20.6	339	1.2	452	1.6	221	.8	21,134	75.8
GS- 9 THRU 11	17,046	1,242	7.3	155	.9	88	.5	117	.7	15,444	90.6
GS-12 THRU 13	8,140	351	4.3	60	.7	18	.2	69	.8	7,642	93.9
GS-14 THRU 15	4,179	115	2.8	21	.5	10	.2	35	.8	3,998	95.7
GS-16 THRU 18	307	9	2.9	1	.3	1	.3	1	.3	295	96.1
TOTAL WAGE SYSTEMS.....	6,754	3,487	51.6	66	1.0	727	10.8	33	.5	2,441	36.1
UP THRU $5,499	3,091	2,097	67.8	32	1.0	491	15.9	9	.3	462	14.9
$ 5,500 THRU $ 6,999	2,062	1,132	54.9	22	1.1	212	10.3	13	.6	683	33.1
$ 7,000 THRU $ 7,999	1,015	206	20.3	8	.8	15	1.5	7	.7	779	76.7
$ 8,000 THRU $ 8,999	393	47	12.0	1	.3	6	1.5	2	.5	337	85.8
$ 9,000 THRU $ 9,999	131	5	3.8	1	.8	2	1.5	2	1.5	121	92.4
$10,000 THRU $13,999	62			2	3.2	1	1.6			59	95.2
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	7,271	162	2.2	41	.6	19	.3	90	1.2	6,959	95.7
UP THRU $6,499	571	75	13.1	12	2.1	10	1.8	11	1.9	463	81.1
$ 6,500 THRU $ 9,999	2,325	27	1.2	11	.5	5	.2	32	1.4	2,250	96.8
$10,000 THRU $13,999	2,454	29	1.2	8	.3	3	.1	26	1.1	2,388	97.3
$14,000 THRU $17,999	856	20	2.3	4	.5	1	.1	7	.8	824	96.3
$18,000 AND OVER	1,065	11	1.0	6	.6			14	1.3	1,034	97.1
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1969 MINORITY GROUP STUDY

Table 1-22

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	14,074	2,526	17.9	184	1.3	31	.2	104	.7	11,229	79.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	13,975	2,466	17.6	183	1.3	31	.2	104	.7	11,191	80.1
GS- 1 THRU 4	2,245	903	40.2	62	2.8	11	.5	20	.9	1,249	55.6
GS- 5 THRU 8	3,328	968	29.1	48	1.4	7	.2	32	1.0	2,273	68.3
GS- 9 THRU 11	3,875	305	7.9	34	.9	9	.2	27	.7	3,500	90.3
GS-12 THRU 13	3,208	194	6.0	27	.8	3	.1	22	.7	2,968	92.3
GS-14 THRU 15	1,232	90	7.3	12	1.0	1	.1	3	.2	1,126	91.4
GS-16 THRU 18	87	6	6.9							81	93.1
TOTAL WAGE SYSTEMS.....	81	58	71.6	1	1.2					22	27.2
UP THRU $5,499	1	1	100.0								
$ 5,500 THRU $ 6,999	26	23	88.5							3	11.5
$ 7,000 THRU $ 7,999	31	25	80.6	1	3.2					5	16.1
$ 8,000 THRU $ 8,999	12	6	50.0							6	50.0
$ 9,000 THRU $ 9,999	7	3	42.9							4	57.1
$10,000 THRU $13,999	4									4	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	18	2	11.1							16	88.9
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	18	2	11.1							16	88.9

1969 MINORITY GROUP STUDY

Table 1-22a

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	14,268	2,291	16.1	129	.9	20	.1	82	.6	11,746	82.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	14,162	2,230	15.7	127	.9	20	.1	82	.6	11,703	82.6
GS- 1 THRU 4	2,861	1,071	37.4	48	1.7	7	.2	17	.6	1,718	60.0
GS- 5 THRU 8	3,413	764	22.4	31	.9	6	.2	24	.7	2,588	75.8
GS- 9 THRU 11	4,153	227	5.5	29	.7	5	.1	22	.5	3,870	93.2
GS-12 THRU 13	2,669	120	4.5	14	.5	1		18	.7	2,516	94.3
GS-14 THRU 15	954	42	4.4	5	.5	1	.1	1	.1	905	94.9
GS-16 THRU 18	112	6	5.4							106	94.6
TOTAL WAGE SYSTEMS.....	89	60	67.4	2	2.2					27	30.3
UP THRU $5,499	3	2	66.7								
$ 5,500 THRU $ 6,999	60	47	78.3	2	3.3					1	33.3
$ 7,000 THRU $ 7,999	13	9	69.2							11	18.3
$ 8,000 THRU $ 8,999	10	2	20.0							4	30.8
$ 9,000 THRU $ 9,999	3									8	80.0
$10,000 THRU $13,999										3	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	17	1	5.9							16	94.1
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER	17	1	5.9							16	94.1
**											

1969 MINORITY GROUP STUDY

Table 1-23

DEPARTMENT OF TRANSPORTATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	59,023	3,496	5.9	602	1.0	234	.4	398	.7	54,333	92.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	52,633	2,628	5.0	530	1.0	151	.3	267	.5	49,057	93.2
GS- 1 THRU 4	3,796	846	22.3	65	1.7	23	.6	46	1.2	2,816	74.2
GS- 5 THRU 8	8,219	944	11.5	133	1.6	32	.4	61	.7	7,049	85.8
GS- 9 THRU 11	18,991	498	2.6	205	1.1	60	.3	92	.5	18,136	95.5
GS-12 THRU 13	16,102	277	1.7	111	.7	28	.2	54	.3	15,632	97.1
GS-14 THRU 15	5,258	57	1.1	14	.3	7	.1	14	.3	5,166	98.3
GS-16 THRU 18	267	6	2.2	2	.7	1	.4			258	96.6
TOTAL WAGE SYSTEMS.....	5,865	817	13.9	66	1.1	80	1.4	127	2.2	4,775	81.4
UP THRU $5,499	244	129	52.9	4	1.6	2	.8	1	.4	108	44.3
$ 5,500 THRU $ 5,999	896	318	35.5	16	1.8	5	.6	4	.4	553	61.7
$ 7,000 THRU $ 7,999	1,801	247	13.7	17	.9	9	.5	22	1.2	1,506	83.6
$ 8,000 THRU $ 8,999	1,235	82	6.6	16	1.3	11	.9	18	1.5	1,108	89.7
$ 9,000 THRU $ 9,999	624	20	3.2	8	1.3	17	2.7	11	1.8	568	91.0
$10,000 THRU $13,999	977	19	1.9	5	.5	34	3.5	66	6.8	853	87.3
$14,000 THRU $17,999	77	1	1.3			2	2.6	4	5.2	70	90.9
$18,000 AND OVER	11	1	9.1					1	9.1	9	81.8
TOTAL OTHER PAY SYSTEMS	525	11	2.1	6	1.1	3	.6	4	.8	501	95.4
UP THRU $6,499	26	3	11.5							23	88.5
$ 6,500 THRU $ 9,999	80	2	2.5			1	1.3			77	96.3
$10,000 THRU $13,999	114	1	.9	1	.9	1	.9	2	1.8	109	95.6
$14,000 THRU $17,999	167	2	1.2	2	1.2	1	.6	1	.6	161	96.4
$18,000 THRU $25,999	59	1	1.7	1	1.7			1	1.7	56	94.9
$26,000 AND OVER	79	2	2.5		2.5					75	94.9

1969 MINORITY GROUP STUDY

DEPARTMENT OF TRANSPORTATION

Table 1-23a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	55,243	2,995	5.4	556	1.0	145	.3	365	.7	51,182	92.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	48,629	2,126	4.4	468	1.0	104	.2	248	.5	45,683	93.9
GS- 1 THRU 4	4,682	848	18.1	77	1.6	18	.4	45	1.0	3,694	78.9
GS- 5 THRU 8	9,178	736	8.0	117	1.3	31	.3	56	.6	8,236	89.7
GS- 9 THRU 11	16,451	363	2.2	186	1.1	31	.2	101	.6	15,770	95.9
GS-12 THRU 13	14,318	162	1.1	80	.6	23	.2	43	.3	14,010	97.8
GS-14 THRU 15	3,709	15	.4	8	.2	1		3	.1	3,682	99.3
GS-16 THRU 18	291									291	100.0
TOTAL WAGE SYSTEMS.....	5,188	788	15.2	47	.9	36	.7	110	2.1	4,207	81.1
UP THRU $5,499	547	230	42.0	10	1.8	4	.7			303	55.4
$ 5,500 THRU $ 6,999	1,971	402	20.4	24	1.2	13	.7	26	1.3	1,506	76.4
$ 7,000 THRU $ 7,999	1,722	133	7.7	9	.5	3	.2	8	.5	1,569	91.1
$ 8,000 THRU $ 8,999	435	17	3.9	1	.2	2	.5	22	5.1	393	90.3
$ 9,000 THRU $ 9,999	229	4	1.7	2	.9	4	1.7	38	16.6	181	79.0
$10,000 THRU $13,999	279	2	.7	1	.4	10	3.6	16	5.7	250	89.6
$14,000 THRU $17,999	5									5	100.0
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	1,426	81	5.7	41	2.9	5	.4	7	.5	1,292	90.6
UP THRU $6,499	239	63	26.4	21	8.8					152	63.6
$ 6,500 THRU $ 9,999	764	15	2.0	16	2.1	5	.7	3	1.3	724	94.8
$10,000 THRU $13,999	249	1	.4					4	.5	248	99.6
$14,000 THRU $17,999	81	2	2.5	3	3.7					76	93.8
$18,000 AND OVER	93			1	1.1					92	98.9
**											

1969 MINORITY GROUP STUDY

Table 1-24

GENERAL SERVICES ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	36,274	13,317	36.7	918	2.5	85	.2	389	1.1	21,565	59.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	18,039	4,082	22.6	271	1.5	31	.2	182	1.0	13,473	74.7
GS- 1 THRU 4	6,315	2,316	36.7	142	2.2	12	.2	55	.9	3,790	60.0
GS- 5 THRU 8	5,374	1,439	26.8	83	1.5	14	.3	63	1.2	3,775	70.2
GS- 9 THRU 11	2,891	241	8.3	31	1.1	3	.1	41	1.4	2,575	89.1
GS-12 THRU 13	2,515	72	2.9	15	.6	1		22	.9	2,405	95.6
GS-14 THRU 15	875	13	1.5			1	.1	1	.1	860	98.3
GS-16 THRU 18	69	1	1.4							68	98.6
TOTAL WAGE SYSTEMS.....	18,211	9,235	50.7	647	3.6	54	.3	207	1.1	8,068	44.3
UP THRU $5,499	3,906	3,100	79.4	162	4.1	4	.1	3	.1	637	16.3
$ 5,500 THRU $ 6,999	6,416	3,745	58.4	284	4.4	19	.3	142	2.2	2,226	34.7
$ 7,000 THRU $ 7,999	2,638	1,028	39.0	97	3.7	9	.3	24	.9	1,480	56.1
$ 8,000 THRU $ 8,999	3,198	964	30.1	77	2.4	14	.4	25	.8	2,118	66.2
$ 9,000 THRU $ 9,999	1,193	271	22.7	21	1.8	3	.3	6	.5	892	74.8
$10,000 THRU $13,999	848	127	15.0	6	.7	5	.6	7	.8	703	82.9
$14,000 THRU $17,999	11									11	100.0
$18,000 AND OVER	1									1	100.0
TOTAL OTHER PAY SYSTEMS	24									24	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999	2									2	100.0
$14,000 THRU $17,999	2									2	100.0
$18,000 THRU $25,999	10									10	100.0
$26,000 AND OVER	10									10	100.0

1969 MINORITY GROUP STUDY

Table 1-24a

GENERAL SERVICES ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	37,907	13,498	35.6	852	2.2	84	.2	404	1.1	23,069	60.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	18,256	3,677	20.1	232	1.3	28	.2	178	1.0	14,141	77.5
GS- 1 THRU 4	7,499	2,562	34.2	127	1.7	16	.2	58	.8	4,736	63.2
GS- 5 THRU 8	4,535	877	19.3	64	1.4	8	.2	61	1.3	3,525	77.7
GS- 9 THRU 11	2,992	181	6.0	26	.9	3	.1	42	1.4	2,740	91.6
GS-12 THRU 13	2,373	51	2.1	14	.6	1		16	.7	2,291	96.5
GS-14 THRU 15	787	5	.6	1	.1			1	.1	780	99.1
GS-16 THRU 18	70	1	1.4							69	98.6
TOTAL WAGE SYSTEMS.....	19,617	9,821	50.1	620	3.2	56	.3	226	1.2	8,894	45.3
UP THRU $5,499	8,961	6,296	70.3	330	3.7	16	.2	64	.7	2,255	25.2
$ 5,500 THRU $ 6,999	5,372	2,391	44.5	208	3.9	26	.5	125	2.3	2,622	48.8
$ 7,000 THRU $ 7,999	3,675	927	25.2	67	1.8	10	.3	30	.8	2,641	71.9
$ 8,000 THRU $ 8,999	1,174	184	15.7	14	1.2	4	.3	5	.4	967	82.4
$ 9,000 THRU $ 9,999	332	21	6.3	1	.3			1	.3	309	93.1
$10,000 THRU $13,999	103	2	1.9					1	1.0	100	97.1
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	34									34	100.0
UP THRU $6,499	6									6	100.0
$ 6,500 THRU $ 9,999	4									4	100.0
$10,000 THRU $13,999	6									6	100.0
$14,000 THRU $17,999	4									4	100.0
$18,000 AND OVER **	14									14	100.0

1969 MINORITY GROUP STUDY

Table 1-25

NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	32,350	1,013	3.1	240	.7	19	.1	202	.6	30,876	95.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	28,695	740	2.6	182	.6	18	.1	183	.6	27,572	96.1
GS- 1 THRU 4	2,079	182	8.8	17	.8	2	.1	8	.4	1,870	89.9
GS- 5 THRU 8	4,506	221	4.9	30	.7	4	.1	26	.6	4,223	93.8
GS- 9 THRU 11	6,147	189	3.1	48	.8	2		26	.4	5,882	95.7
GS-12 THRU 13	9,979	128	1.3	66	.7	7	.1	76	.8	9,702	97.2
GS-14 THRU 15	5,672	18	.3	21	.4	3	.1	47	.8	5,583	98.4
GS-16 THRU 18	314	2	.6							312	99.4
TOTAL WAGE SYSTEMS.....	3,263	273	8.4	58	1.8	1		18	.6	2,913	89.3
UP THRU $5,499	48	12	25.0							36	75.0
$ 5,500 THRU $ 6,999	323	113	35.0	4	1.2			3	.9	203	62.8
$ 7,000 THRU $ 7,999	364	79	21.7	10	2.7			3	.8	272	74.7
$ 8,000 THRU $ 8,999	479	35	7.3	3	.6			2	.4	439	91.6
$ 9,000 THRU $ 9,999	1,160	23	2.0	23	2.0	1	.1	8	.7	1,105	95.3
$10,000 THRU $13,999	820	11	1.3	16	2.0			2	.2	791	96.5
$14,000 THRU $17,999	69			2	2.9					67	97.1
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	392							1	.3	391	99.7
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999	6									6	100.0
$26,000 AND OVER	386							1	.3	385	99.7

1969 MINORITY GROUP STUDY

Table 1-25a

NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	33,799	967	2.9	223	.7	22	.1	179	.5	32,408	95.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	28,505	662	2.3	167	.6	17	.1	160	.6	27,499	96.5
GS- 1 THRU 4	2,822	161	5.7	23	.8	4	.1	6	.2	2,628	93.1
GS- 5 THRU 8	4,566	220	4.8	38	.8	2		23	.5	4,283	93.8
GS- 9 THRU 11	6,151	168	2.7	45	.7	5	.1	28	.5	5,905	96.0
GS-12 THRU 13	9,431	99	1.0	51	.5	3		71	.8	9,207	97.6
GS-14 THRU 15	5,268	14	.3	10	.2	3	.1	31	.6	5,210	98.9
GS-16 THRU 18	267							1	.4	266	99.6
TOTAL WAGE SYSTEMS.....	4,991	305	6.1	56	1.1	5	.1	19	.4	4,606	92.3
UP THRU $5,499	324	80	24.7	2	.6			2	.6	240	74.1
$ 5,500 THRU $ 6,999	770	144	18.7	14	1.8			4	.5	608	79.0
$ 7,000 THRU $ 7,999	1,830	62	3.4	9	.5	2	.1	1	.1	1,756	96.0
$ 8,000 THRU $ 8,999	1,189	13	1.1	19	1.6	2	.2	4	.3	1,151	96.8
$ 9,000 THRU $ 9,999	604	6	1.0	11	1.8	1	.2	4	.7	582	96.4
$10,000 THRU $13,999	270			1	.4			4	1.5	265	98.1
$14,000 THRU $17,999	4									4	100.0
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	303									303	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999	13									13	100.0
$18,000 AND OVER	290									290	100.0
**											

1969 MINORITY GROUP STUDY

Table 1-26

TENNESSEE VALLEY AUTHORITY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	20,346	1,519	7.5	11	.1	15	.1	23	.1	18,778	92.3
TOTAL GENERAL SCHEDULE OR SIMILAR,,,,,,,,,,,,											
GS- 1 THRU 4											
GS- 5 THRU 8											
GS- 9 THRU 11											
GS-12 THRU 13											
GS-14 THRU 15											
GS-16 THRU 18											
TOTAL WAGE SYSTEMS,,,,,	12,953	931	7.2	3		8	.1	2		12,009	92.7
UP THRU $5,499											
$ 5,500 THRU $ 6,999	3,061	659	21.5	2	.1	2	.1	1		2,397	78.3
$ 7,000 THRU $ 7,999	1,985	184	9.3			2	.1			1,799	90.6
$ 8,000 THRU $ 8,999	2,012	25	1.2					1		1,986	98.7
$ 9,000 THRU $ 9,999	1,729	48	2.8							1,681	97.2
$10,000 THRU $13,999	4,166	15	.4	1		4	.1			4,146	99.5
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	7,393	588	8.0	8	.1	7	.1	21	.3	6,769	91.6
UP THRU $6,499	1,264	394	31.2	6	.5	4	.3	2	.2	858	67.9
$ 6,500 THRU $ 9,999	2,457	152	6.2	1		3	.1	2	.1	2,299	93.6
$10,000 THRU $13,999	1,528	35	2.3	1	.1			14	.9	1,478	96.7
$14,000 THRU $17,999	1,254	5	.4					3	.2	1,246	99.4
$18,000 THRU $25,999	845	2	.2							843	99.8
$26,000 AND OVER	45									45	100.0

1969 MINORITY GROUP STUDY

Table 1-26a

TENNESSEE VALLEY AUTHORITY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	19,286	1,408	7.3	5		10	.1	16	.1	17,847	92.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....											
GS- 1 THRU 4											
GS- 5 THRU 8											
GS- 9 THRU 11											
GS-12 THRU 13											
GS-14 THRU 15											
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....	12,016	888	7.4	3		7	.1	3		11,115	92.5
UP THRU $5,499	594	183	30.8			1	.2			410	69.0
$ 5,500 THRU $ 6,999	4,275	660	15.4	1		1		1		3,612	84.5
$ 7,000 THRU $ 7,999	2,294	20	.9							2,274	99.1
$ 8,000 THRU $ 8,999	1,604	21	1.3			1	.1			1,582	98.6
$ 9,000 THRU $ 9,999	2,874	4	.1	2	.1	4	.1	2	.1	2,862	99.6
$10,000 THRU $13,999	375									375	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	7,270	520	7.2	2		3		13	.2	6,732	92.6
UP THRU $6,499	2,163	430	19.9	2	.1	2	.1	3	.1	1,726	79.8
$ 6,500 THRU $ 9,999	2,194	77	3.5					6	.3	2,111	96.2
$10,000 THRU $13,999	1,495	12	.8					3	.2	1,480	99.0
$14,000 THRU $17,999	1,088	1	.1			1	.1	1	.1	1,085	99.7
$18,000 AND OVER	330									330	100.0
**											

1969 MINORITY GROUP STUDY

Table 1-27

VETERANS ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	146,523	38,205	26.1	3,032	2.1	335	.2	1,089	.7	103,862	70.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	113,110	24,719	21.9	2,026	1.8	234	.2	952	.8	85,179	75.3
GS- 1 THRU 4	45,402	15,688	34.6	964	2.1	127	.3	125	.3	28,498	62.8
GS- 5 THRU 8	31,051	6,584	21.2	523	1.7	55	.2	278	.9	23,611	76.0
GS- 9 THRU 11	21,787	2,047	9.4	226	1.0	33	.2	270	1.2	19,211	88.2
GS-12 THRU 13	8,257	288	3.5	68	.8	13	.2	76	.9	7,812	94.6
GS-14 THRU 15	6,381	107	1.7	245	3.8	6	.1	203	3.2	5,820	91.2
GS-16 THRU 18	232	5	2.2							227	97.8
TOTAL WAGE SYSTEMS.....	30,945	12,898	41.7	958	3.1	98	.3	131	.4	16,860	54.5
UP THRU $5,499	5,781	3,424	59.2	163	2.8	20	.3	9	.2	2,169	37.5
$ 5,500 THRU $ 6,999	14,285	6,932	48.5	542	3.8	40	.3	46	.3	6,725	47.1
$ 7,000 THRU $ 7,999	4,774	1,483	31.1	119	2.5	16	.3	31	.6	3,125	65.5
$ 8,000 THRU $ 8,999	3,292	643	19.5	79	2.4	15	.5	22	.7	2,533	76.9
$ 9,000 THRU $ 9,999	1,745	306	17.5	41	2.3	4	.2	13	.7	1,381	79.1
$10,000 THRU $13,999	1,065	110	10.3	14	1.3	3	.3	10	.9	928	87.1
$14,000 THRU $17,999	3									3	100.0
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	2,468	588	23.8	48	1.9	3	.1	6	.2	1,823	73.9
UP THRU $6,499	1,919	519	27.0	34	1.8	1	.1	3	.2	1,362	71.0
$ 6,500 THRU $ 9,999	354	66	18.6	14	4.0	1	.3	3	.8	270	76.3
$10,000 THRU $13,999	101	1	1.0							100	99.0
$14,000 THRU $17,999	42	1	2.4			1	2.4			40	95.2
$18,000 THRU $25,999	5									5	100.0
$26,000 AND OVER	47	1	2.1							46	97.9

1969 MINORITY GROUP STUDY

Table 1-27a

VETERANS ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1967

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	150,463	39,109	26.0	2,795	1.9	289	.2	837	.6	107,433	71.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	114,874	24,904	21.7	1,810	1.6	202	.2	724	.6	87,234	75.9
GS- 1 THRU 4	52,274	18,095	34.6	986	1.9	108	.2	149	.3	32,936	63.0
GS- 5 THRU 8	28,409	4,762	16.8	391	1.4	48	.2	213	.7	22,995	80.9
GS- 9 THRU 11	20,080	1,722	8.6	148	.7	28	.1	160	.8	18,022	89.8
GS-12 THRU 13	7,733	219	2.8	82	1.1	10	.1	64	.8	7,358	95.2
GS-14 THRU 15	5,953	99	1.7	203	3.4	8	.1	138	2.3	5,505	92.5
GS-16 THRU 18	425	7	1.6							418	98.4
TOTAL WAGE SYSTEMS.....	32,977	13,576	41.2	941	2.9	84	.3	105	.3	18,271	55.4
UP THRU $5,499	21,256	10,906	51.3	657	3.1	56	.3	44	.2	9,593	45.1
$ 5,500 THRU $ 6,999	6,823	2,106	30.9	198	2.9	18	.3	39	.6	4,462	65.4
$ 7,000 THRU $ 7,999	3,445	440	12.8	70	2.0	8	.2	15	.4	2,912	84.5
$ 8,000 THRU $ 8,999	1,098	110	10.0	15	1.4	2	.2	5	.5	966	88.0
$ 9,000 THRU $ 9,999	293	14	4.8	1	.3			2	.7	276	94.2
$10,000 THRU $13,999	62									62	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	2,612	629	24.1	44	1.7	3	.1	8	.3	1,928	73.8
UP THRU $6,499	2,351	625	26.6	43	1.8	2	.1	8	.3	1,673	71.2
$ 6,500 THRU $ 9,999	124	1	.8	1	.8	1	.8			121	97.6
$10,000 THRU $13,999	73	3	4.1							70	95.9
$14,000 THRU $17,999	2									2	100.0
$18,000 AND OVER	62									62	100.0
**											

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APPENDIX A

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TABLE A-1 -- UNITED STATES CIVIL SERVICE REGIONS

Central Office	-- Washington, D. C. Standard Metropolitan Statistical area, which consists of the District of Columbia; in Virginia, Arlington, Fairfax, Loudoun, and Prince William Counties, and Alexandria, Fairfax, and Falls Church Cities; and Montgomery and Prince Georges Counties, Maryland.
Atlanta	-- Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee.
Boston	-- Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont.
Chicago	-- Illinois, Indiana, Kentucky, Michigan, Ohio, and Wisconsin.
Dallas	-- Arkansas, Lousiana, Oklahoma, and Texas.
Denver	-- Arizona, Colorado, New Mexico, Utah, and Wyoming.
New York	-- New Jersey, New York, and Virgin Islands.
Philadelphia	-- Delaware, Maryland 1/, Pennsylvania, Virginia 1/, and West Virginia.
St. Louis	-- Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota.
San Francisco	-- California and Nevada.
Seattle	-- Alaska, Idaho, Montana, Oregon, and Washington.

1/ Excludes those counties and cities in Maryland and Virginia which are part of the Washington, D. C. Standard Metropolitan Statistical Area.

TABLE A-2 -- FEDERAL EMPLOYMENT IN 75 SELECTED STANDARD METROPOLITAN STATISTICAL AREAS BY MINORITY GROUP STATUS, NOVEMBER 30, 1969

Selected Standard Metropolitan Statistical Areas	Total, All Employment	Minority Group Employment					All Other
		Total	Negro	Spanish Surnamed	American Indian	Oriental	
Total, 75 Selected Standard Metropolitan Statistical Areas....	1,611,115	389,221	319,893	49,655	4,644	15,029	1,221,894
Washington, D.C.-Maryland-Virginia.....	288,490	80,160	76,981	1,328	412	1,439	208,330
San Francisco-Oakland, California.....	88,843	28,940	18,990	3,164	333	6,453	59,903
Philadelphia, Pennsylvania-New Jersey...	84,177	22,767	22,329	297	22	119	61,410
Chicago, Illinois.....	73,024	31,227	30,127	670	58	372	41,797
Los Angeles-Long Beach, California.....	65,671	22,213	16,355	3,993	240	1,625	43,458
New York, New York.....	57,471	12,592	10,378	1,923	33	258	44,879
Baltimore, Maryland.....	46,911	12,054	11,824	109	24	97	34,857
Boston, Massachusetts.....	43,413	2,244	2,028	88	16	112	41,169
San Antonio, Texas.....	40,616	19,035	2,828	16,116	35	56	21,581
St. Louis, Missouri-Illinois.....	34,927	8,086	7,901	109	18	58	26,841
Norfolk-Portsmouth, Virginia.....	34,361	9,022	8,932	37	6	47	25,339
Detroit, Michigan.....	29,543	10,234	10,026	104	40	64	19,309
Atlanta, Georgia.....	25,668	6,486	6,403	59	17	7	19,182
Denver, Colorado.....	23,637	4,026	2,074	1,661	91	200	19,611
Kansas City, Missouri-Kansas.....	21,826	4,384	4,085	227	25	47	17,442
Newark, New Jersey.....	21,742	3,928	3,721	143	7	57	17,814
Cleveland, Ohio.....	20,870	6,790	6,707	36	9	38	14,080
Macon, Georgia.....	18,582	2,636	2,604	24	2	6	15,946
Huntsville, Alabama.....	17,630	525	480	22	6	17	17,105
Pittsburgh, Pennsylvania.....	17,232	2,753	2,716	19	7	11	14,479
Indianapolis, Indiana.....	17,062	4,434	4,396	19	2	17	12,628
Houston, Texas.....	16,295	4,674	3,678	939	26	31	11,621
Newsport News-Hampton, Virginia.....	15,570	3,034	3,001	20	3	10	12,536
Charleston, South Carolina.....	15,193	2,752	2,709	30	2	11	12,441
Cincinnati, Ohio-Kentucky-Indiana.....	13,590	2,936	2,906	9	4	17	10,654
Dallas, Texas.....	12,917	2,479	2,069	324	78	8	10,438
New Orleans, Louisiana.....	12,651	3,848	3,708	114	5	21	8,803
Memphis, Tennessee-Arkansas.....	12,018	3,860	3,833	16	4	7	8,158
Jacksonville, Florida.....	10,819	1,661	1,592	41	20	8	9,158
Louisville, Kentucky-Indiana.....	10,306	1,470	1,452	8	...	10	8,836
Miami, Florida.....	9,680	1,744	1,250	454	17	23	7,936
Fort Worth, Texas.....	8,821	890	589	246	35	20	7,931
Birmingham, Alabama.....	6,223	1,282	1,273	6	1	2	4,941
Nashville, Tennessee.....	6,041	801	787	9	2	3	5,240
Little Rock-North Little Rock, Arkansas.	5,764	841	817	12	8	4	4,923
Columbia, South Carolina.....	5,325	1,180	1,158	11	6	5	4,145
Montgomery, Alabama.....	4,690	660	642	10	1	7	4,030
Greensboro-Winston-Salem-High Point, North Carolina.....	3,168	557	551	4	1	1	2,611
Jackson, Mississippi.....	2,977	392	387	1	2	2	2,585
Mobile, Alabama.....	2,192	308	303	4	1	...	1,884
Raleigh, North Carolina.....	1,942	222	214	4	2	2	1,720
Total, 41 Selected Standard Metropolitan Statistical Areas....	(1,247,878)	(330,127)	(284,804)	(32,410)	(1,621)	(11,292)	(917,751)

TABLE A-2 -- FEDERAL EMPLOYMENT IN 75 SELECTED STANDARD METROPOLITAN STATISTICAL AREAS BY MINORITY GROUP STATUS, NOVEMBER 30, 1969 -- Continued

Selected Standard Metropolitan Statistical Areas	Total, All Employment	Minority Group Employment					All Other
		Total	Negro	Spanish Surnamed	American Indian	Oriental	
Oklahoma City, Oklahoma	33,411	4,063	2,767	203	1,075	18	29,348
San Diego, California	29,986	5,125	2,254	1,820	123	828	24,861
Sacramento, California	28,919	4,396	2,131	1,264	114	887	24,523
Dayton, Ohio	26,593	5,407	5,311	41	7	48	21,186
Salt Lake City, Utah	23,457	1,286	255	768	49	214	22,171
Seattle-Everett, Washington	15,497	1,883	1,094	70	110	609	13,614
San Bernadino-Riverside-Ontario, California	14,120	2,715	829	1,654	166	66	11,405
Portland, Oregon-Washington	12,964	723	442	42	63	176	12,241
Columbus, Ohio	11,479	3,331	3,302	18	1	10	8,148
Milwaukee, Wisconsin	10,363	1,177	1,088	55	16	18	9,186
Pensacola, Florida	9,036	1,041	972	40	23	6	7,995
Buffalo, New York	8,941	878	841	22	8	7	8,063
Phoenix, Arizona	8,879	1,237	258	640	300	39	7,642
Harrisburg, Pennsylvania	8,574	839	812	12	...	15	7,735
Albuquerque, New Mexico	8,540	3,402	108	2,515	762	17	5,138
San Jose, California	8,475	1,563	549	602	37	375	6,912
Richmond, Virginia	8,265	2,863	2,839	10	3	11	5,402
Tacoma, Washington	8,193	804	599	58	46	145	7,389
El Paso, Texas	7,614	3,607	239	3,311	12	45	4,007
Ogden, Utah	7,079	439	106	254	19	60	6,640
Omaha, Nebraska-Iowa	7,077	654	566	60	14	14	6,423
Corpus Christi, Texas	6,880	2,567	217	2,343	5	2	4,313
Tampa-St. Petersburg, Florida	6,550	672	310	354	7	1	5,878
Columbus, Georgia-Alabama	6,067	1,497	1,452	32	1	12	4,570
Augusta, Georgia-South Carolina	6,056	1,318	1,294	12	3	9	4,738
Biloxi-Gulfport, Mississippi	5,632	671	651	15	3	2	4,961
Jersey City, New Jersey	5,551	1,304	1,156	144	1	3	4,247
Austin, Texas	5,303	891	381	495	9	6	4,412
Providence-Pawtucket-Warrick, Rhode Island-Massachusetts	4,911	182	167	7	1	7	4,729
Hartford, Connecticut	4,875	499	482	13	1	3	4,376
Wilmington, Delaware-New Jersey, Maryland	4,515	830	806	14	...	10	3,685
Wichita, Kansas	3,602	340	257	57	17	9	3,262
Fresno, California	2,946	495	121	285	25	64	2,451
Shreveport, Louisiana	2,887	395	377	15	2	1	2,492
Total, 34 Selected Standard Metropolitan Statistical Areas	(363,237)	(59,094)	(35,089)	(17,245)	(3,023)	(3,737)	(304,143)

TABLE A-3 -- TOTAL AND MINORITY EMPLOYMENT IN 41 SELECTED STANDARD METROPOLITAN STATISTICAL AREAS, NOVEMBER 30, 1967 AND 1969

Selected Standard Metropolitan Statistical Area	Total All Employment		Minority Employment			
			1969		1967	
	1969	1967	Number	Percent	Number	Percent
Total, Selected Standard Metropolitan Statistical Area.....	1,247,878	1,320,059	330,127	26.46	347,962	26.36
Atlanta, Georgia.....	25,668	25,139	6,486	25.27	5,771	22.96
Baltimore, Maryland.....	46,911	47,967	12,054	25.70	12,507	26.07
Birmingham, Alabama.....	6,223	6,400	1,282	20.60	980	15.31
Boston, Massachusetts.....	43,413	44,059	2,244	5.17	2,243	5.09
Charleston, South Carolina.....	15,193	16,046	2,752	18.11	2,742	17.09
Chicago, Illinois.....	73,024	66,970	31,227	42.76	28,956	43.24
Cincinnati, Ohio-Kentucky-Indiana.....	13,590	14,076	2,936	21.60	3,180	22.59
Cleveland, Ohio.....	20,870	21,544	6,790	32.53	6,914	32.09
Columbia, South Carolina.....	5,325	5,178	1,180	22.16	1,207	23.31
Dallas, Texas.....	12,917	11,688	2,479	19.19	1,914	16.38
Denver, Colorado.....	23,637	24,868	4,026	17.03	4,208	16.92
Detroit, Michigan.....	29,543	32,160	10,234	34.64	10,111	31.44
Fort Worth, Texas.....	8,821	8,509	890	10.09	691	8.12
Greensboro-Winston-Salem-High Point, North Carolina.....	3,168	2,241	557	17.58	454	20.26
Houston, Texas.....	16,295	15,799	4,674	28.68	4,256	26.94
Huntsville, Alabama.....	17,630	18,063	525	2.98	627	3.47
Indianapolis, Indiana.....	17,062	17,369	4,434	25.99	4,702	27.07
Jackson, Mississippi.....	2,977	2,833	392	13.17	376	13.27
Jacksonville, Florida.....	10,819	9,976	1,661	15.35	1,610	16.14
Kansas City, Missouri-Kansas.....	21,826	19,947	4,384	20.09	3,791	19.01
Little Rock-North Little Rock, Arkansas.	5,764	4,982	841	14.59	826	16.58
Los Angeles-Long Beach, California.....	65,671	68,206	22,213	33.82	21,130	30.98
Louisville, Kentucky-Indiana.....	10,306	9,747	1,470	14.26	1,417	14.54
Macon, Georgia.....	18,582	19,546	2,636	14.19	2,410	12.33
Memphis, Tennessee-Arkansas.....	12,018	11,513	3,860	32.12	3,714	32.26
Miami, Florida.....	9,680	8,996	1,744	18.02	1,328	14.76
Mobile, Alabama.....	2,192	4,818	308	14.05	762	15.82
Montgomery, Alabama.....	4,690	4,283	660	14.07	684	15.97
Nashville, Tennessee.....	6,041	5,683	801	13.26	755	13.29
New Orleans, Louisiana.....	12,651	12,617	3,848	30.42	3,769	29.87
Newark, New Jersey.....	21,742	24,229	3,928	18.07	3,941	16.27
Newport News-Hampton, Virginia.....	15,570	13,824	3,034	19.49	2,938	21.25
New York, New York.....	57,471	122,498	12,592	21.91	36,984	30.19
Norfolk-Portsmouth, Virginia.....	34,361	37,234	9,022	26.26	9,486	25.48
Philadelphia, Pennsylvania-New Jersey...	84,177	84,466	22,767	27.05	23,115	27.37
Pittsburgh, Pennsylvania.....	17,232	17,395	2,753	15.98	2,882	16.57
Raleigh, North Carolina.....	1,942	1,477	222	11.43	174	11.78
St. Louis, Missouri-Illinois.....	34,927	32,660	8,086	23.15	7,811	23.92
San Antonio, Texas.....	40,616	40,489	19,035	46.87	18,210	44.98
San Francisco-Oakland, California.....	88,843	93,479	28,940	32.57	30,838	32.99
Washington, D.C.-Maryland-Virginia.....	288,490	291,085	80,160	27.79	77,548	26.64

TABLE A-4 -- GENERAL SCHEDULE SALARY RATES IN EFFECT PRIOR TO, AND AS OF DECEMBER 28, 1969

GENERAL SCHEDULE-BASIC PER ANNUM RATES

(Top Line in each grade=RATE EFFECTIVE Dec 28, 1969)

(Second Line in each grade=RATE EFFECTIVE July 13, 1969)

GRADE	PER ANNUM RATES AND STEPS										STEP INCREASE
	1	2	3	4	5	6	7	8	9	10	
GS-1	**$4,125** *3,889*	**$4,262** *4,019*	**$4,399** *4,149*	**$4,536** *4,279*	**$4,673** *4,408*	**$4,810** *4,538*	**$4,947** *4,668*	**$5,084** *4,798*	**$5,221** *4,928*	**$5,358** *5,057*	**$137** *129-130*
GS-2	**4,621** *4,360*	**4,775** *4,505*	**4,929** *4,650*	**5,083** *4,795*	**5,237** *4,940*	**5,391** *5,085*	**5,545** *5,230*	**5,699** *5,375*	**5,853** *5,520*	**6,007** *5,665*	**$154** *$145*
GS-3	**5,212** *4,917*	**5,386** *5,081*	**5,560** *5,245*	**5,734** *5,409*	**5,908** *5,573*	**6,082** *5,737*	**6,256** *5,901*	**6,430** *6,065*	**6,604** *6,229*	**6,778** *6,393*	**$174** *$164*
GS-4	**5,853** *5,522*	**6,048** *5,706*	**6,243** *5,890*	**6,438** *6,074*	**6,633** *6,258*	**6,828** *6,442*	**7,023** *6,626*	**7,218** *6,810*	**7,413** *6,994*	**7,608** *7,178*	**$195** *$184*
GS-5	**6,548** *6,176*	**6,766** *6,382*	**6,984** *6,588*	**7,202** *6,794*	**7,420** *7,000*	**7,638** *7,206*	**7,856** *7,412*	**8,074** *7,618*	**8,292** *7,824*	**8,510** *8,030*	**$218** *$206*
GS-6	**7,294** *6,882*	**7,537** *7,111*	**7,780** *7,340*	**8,023** *7,569*	**8,266** *7,798*	**8,509** *8,027*	**8,752** *8,256*	**8,995** *8,485*	**9,238** *8,714*	**9,481** *8,943*	**$243** *$229*
GS-7	**8,098** *7,639*	**8,368** *7,894*	**8,638** *8,149*	**8,908** *8,404*	**9,178** *8,659*	**9,448** *8,914*	**9,718** *9,169*	**9,988** *9,424*	**10,258** *9,679*	**10,528** *9,934*	**$270** *$255*
GS-8	**8,956** *8,449*	**9,255** *8,731*	**9,554** *9,013*	**9,853** *9,295*	**10,152** *9,577*	**10,451** *9,859*	**10,750** *10,141*	**11,049** *10,423*	**11,348** *10,705*	**11,647** *10,987*	**$299** *$282*
GS-9	**9,881** *9,320*	**10,210** *9,631*	**10,539** *9,942*	**10,868** *10,253*	**11,197** *10,564*	**11,526** *10,875*	**11,855** *11,186*	**12,184** *11,497*	**12,513** *11,808*	**12,842** *12,119*	**$329** *$311*
GS-10	**10,869** *10,252*	**11,231** *10,594*	**11,593** *10,936*	**11,955** *11,278*	**12,317** *11,620*	**12,679** *11,962*	**13,041** *12,304*	**13,403** *12,646*	**13,765** *12,988*	**14,127** *13,330*	**$362** *$342*
GS-11	**11,905** *11,233*	**12,302** *11,607*	**12,699** *11,981*	**13,096** *12,355*	**13,493** *12,729*	**13,890** *13,103*	**14,287** *13,477*	**14,684** *13,851*	**15,081** *14,225*	**15,478** *14,599*	**$397** *$374*
GS-12	**14,192** *13,389*	**14,665** *13,835*	**15,138** *14,281*	**15,611** *14,727*	**16,084** *15,173*	**16,557** *15,619*	**17,030** *16,065*	**17,503** *16,511*	**17,976** *16,957*	**18,449** *17,403*	**$473** *$446*
GS-13	**16,760** *15,812*	**17,319** *16,339*	**17,878** *16,866*	**18,437** *17,393*	**18,996** *17,920*	**19,555** *18,447*	**20,114** *18,974*	**20,673** *19,501*	**21,232** *20,028*	**21,791** *20,555*	**$559** *$527*
GS-14	**19,643** *18,531*	**20,298** *19,149*	**20,953** *19,767*	**21,608** *20,385*	**22,263** *21,003*	**22,918** *21,621*	**23,573** *22,239*	**24,228** *22,857*	**24,883** *23,475*	**25,538** *24,093*	**$655** *$618*
GS-15	**22,885** *21,589*	**23,648** *22,309*	**24,411** *23,029*	**25,174** *23,749*	**25,937** *24,469*	**26,700** *25,189*	**27,463** *25,909*	**28,226** *26,629*	**28,989** *27,349*	**29,752** *28,069*	**$763** *$720*
GS-16	**26,547** *25,044*	**27,432** *25,879*	**28,317** *26,714*	**29,202** *27,549*	**30,087** *28,384*	**30,972** *29,219*	**31,857** *30,054*	**32,742** *30,889*	**33,627** *31,724*	.....	**$885** *$835*
GS-17	**30,714** *28,976*	**31,738** *29,942*	**32,762** *30,908*	**33,786** *31,874*	**34,810** *32,840*	.....	.....	.....	.....	.....	**$1,024** *$966*
GS-18	**35,505** *33,495*	.....	.....	.....	.....	.....	.....	.....	.....	.....	

TABLE A-5 -- POSTAL FIELD SERVICE SALARY RATES IN EFFECT PRIOR TO, AND AS OF DECEMBER 27, 1969

POSTAL FIELD SERVICE SCHEDULE OF ANNUAL SALARY RATES

(Top Line in each level=RATE EFFECTIVE Dec 27, 1969 Second Line in each level=RATE EFFECTIVE July 12, 1969.

LEVEL	PER ANNUM RATES AND STEPS												STEP INCREASE
	1	2	3	4	5	6	7	8	9	10	11	12	
PFS-1	$4,794 4,522	$4,954 4,673	$5,114 4,824	$5,274 4,975	$5,434 5,126	$5,594 5,277	$5,754 5,428	$5,914 5,579	$6,074 5,730	$6,234 5,881	$6,394 6,032	$6,554 6,183	$160 151
PFS-2	5,182 4,889	5,355 5,052	5,528 5,215	5,701 5,378	5,874 5,541	6,047 5,704	6,220 5,867	6,393 6,030	6,566 6,193	6,739 6,356	6,912 6,519	7,085 6,682	173 163
PFS-3	5,602 5,286	5,789 5,462	5,976 5,638	6,163 5,814	6,350 5,990	6,537 6,166	6,724 6,342	6,911 6,518	7,098 6,694	7,285 6,870	7,472 7,046	7,659 7,222	187 176
PFS-4	6,055 5,715	6,258 5,905	6,460 6,095	6,662 6,285	6,864 6,475	7,066 6,665	7,268 6,855	7,470 7,045	7,672 7,235	7,874 7,425	8,076 7,615	8,278 7,805	202 190
PFS-5	6,548 6,176	6,766 6,382	6,984 6,588	7,202 6,794	7,420 7,000	7,638 7,206	7,856 7,412	8,074 7,618	8,292 7,824	8,510 8,030	8,728 8,236	8,946 8,442	218 206
PFS-6	7,077 6,675	7,313 6,898	7,549 7,121	7,785 7,344	8,021 7,567	8,257 7,790	8,493 8,013	8,729 8,236	8,965 8,459	9,201 8,682	9,437 8,905	9,673 9,128	236 223
PFS-7	7,650 7,216	7,905 7,457	8,160 7,698	8,415 7,939	8,670 8,180	8,925 8,421	9,180 8,662	9,435 8,903	9,690 9,144	9,945 9,385	10,200 9,626	10,455 9,867	255 241
PFS-8	8,269 7,802	8,545 8,062	8,821 8,322	9,097 8,582	9,373 8,842	9,649 9,102	9,925 9,362	10,201 9,622	10,477 9,882	10,753 10,142	11,029 10,402	.....	276 260
PFS-9	8,940 8,434	9,238 8,715	9,536 8,996	9,834 9,277	10,132 9,558	10,430 9,839	10,728 10,120	11,026 10,401	11,324 10,682	11,622 10,963	.....	.....	298 281
PFS-10	9,645 9,101	9,967 9,404	10,289 9,707	10,611 10,010	10,933 10,313	11,255 10,616	11,577 10,919	11,899 11,222	12,221 11,525	12,543 11,828	.....	.....	322 303
PFS-11	10,717 10,110	11,074 10,447	11,431 10,784	11,788 11,121	12,145 11,458	12,502 11,795	12,859 12,132	13,216 12,469	13,573 12,806	13,930 13,143	.....	.....	357 337
PFS-12	11,905 11,233	12,302 11,607	12,699 11,981	13,096 12,355	13,493 12,729	13,890 13,103	14,287 13,477	14,684 13,851	15,081 14,225	15,478 14,599	.....	.....	397 374
PFS-13	13,227 12,478	13,668 12,894	14,109 13,310	14,550 13,726	14,991 14,142	15,432 14,558	15,873 14,974	16,314 15,390	16,755 15,806	17,196 16,222	.....	.....	441 416
PFS-14	14,695 13,864	15,185 14,326	15,675 14,788	16,165 15,250	16,655 15,712	17,145 16,174	17,635 16,636	18,125 17,098	18,615 17,560	19,105 18,022	.....	.....	490 462
PFS-15	16,328 15,404	16,872 15,917	17,416 16,430	17,960 16,943	18,504 17,456	19,048 17,969	19,592 18,482	20,136 18,995	20,680 19,508	21,224 20,021	.....	.....	544 513
PFS-16	18,138 17,114	18,743 17,684	19,348 18,254	19,953 18,824	20,558 19,394	21,163 19,964	21,768 20,534	22,373 21,104	22,978 21,674	23,583 22,244	.....	.....	605 570
PFS-17	20,152 19,011	20,824 19,645	21,496 20,279	22,168 20,913	22,840 21,547	23,512 22,181	24,184 22,815	24,856 23,449	25,528 24,083	26,200 24,717	.....	.....	672 634
PFS-18	22,390 21,122	23,136 21,826	23,882 22,530	24,628 23,234	25,374 23,938	26,120 24,642	26,866 25,346	27,612 26,050	28,358 26,754	29,104 27,458	.....	.....	746 704
PFS-19	24,875 23,467	25,704 24,249	26,533 25,031	27,362 25,813	28,191 26,595	29,020 27,377	29,849 28,159	30,678 28,941	31,507 29,723	32,336 30,505	.....	.....	829 782
PFS-20	27,636 26,071	28,557 26,940	29,478 27,809	30,399 28,678	31,320 29,547	32,241 30,416	33,162 31,285	34,083 32,154	.....	.....	.....	.....	921 869
PFS-21	30,714 28,976	31,738 29,942	32,762 30,908	33,786 31,874	34,810 32,840	.....	.....	.....	.....	.....	.....	.....	1,024 966

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